

# Mohammed Monajam (Int.Dip in Comp, MCI Arb, CFE, PMP, RMP, PBA, P30) Chief Governance, Risk, & Compliance Officer

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Dynamic and accomplished compliance specialist with over 20 years of expertise in Governance, Risk, Audit and Compliance within the financial sector. Known for establishing robust GRC frameworks and building high-performing compliance departments from the ground up. Adept at steering governance, risk, and compliance initiatives, as well as managing business continuity and crisis management projects. Proven ability to uphold ethical standards and meet regulatory requirements through effective corporate compliance and governance strategies. A strategic leader with a knack for managing day-to-day operations while cultivating a culture of excellence, accountability, and collaboration. Exceptional at nurturing talent and fostering team productivity.

## Areas of Expertise

- Strategic Leadership & Team Management
- Business Continuity Management
- Policy & Procedure Development
- Arbitration
- AML & KYC Procedures
- Stakeholder Management
- Organisational Transformation
- Process Improvement
- Governance, Risk, & Compliance
- Audit

## Professional Experience

Self-Employed, July 2023 – Present

GRC Consultant

Develop and implement robust governance, risk, and compliance, Audit and (GRC) frameworks tailored to organisational needs. Establish comprehensive compliance programs to ensure adherence to regulatory standards and best practices. Spearhead the creation of risk management strategies to identify, assess, and mitigate potential risks. Collaborate with cross-functional teams to integrate GRC principles into corporate culture and business processes.

- Successfully built GRC department for an organisation preparing for Initial Public Offering, ensuring compliance with all legal and regulatory requirements.
- Instituted GRC best practices within diverse organisations, leading to improved risk management and regulatory compliance.

Al Rajhi Capital, Riyadh, May 2009 - July 2023

Chief Compliance Officer

Established and systematised the Compliance, Fraud, Surveillance, and AML functions, contributing to the successful implementation of numerous systems and processes within the organisation. Collaborated with consultants to develop a GRC and Trade Surveillance system, ensuring effective functionality. Developed and implemented a comprehensive Governance Risk & Compliance (GRC) monitoring framework addressing regulatory, market, operational, and credit risks. Assessed and advised the Compliance Committee and Board Members on various compliance and control issues, all successfully managed.

- Chaired and participated in essential committees, including Governance, Risk Management, Compliance, New Business, Business Continuity, Internal Control, Management, and Fund Board Committees.
- Pioneered the establishment of two specialised departments in Compliance, Governance, and Risk Management, significantly enhancing organisational integrity and accountability.
- Implemented automated compliance system for monitoring all CMA rules, circulars, and internal compliance-related exceptions.

- Updated investment account opening agreements and KYC processes to align with FATCA and CRS requirements, enhancing the KYC system and preparing FATCA and CRS processes.
- Conducted a thorough analysis of the compliance and surveillance system, identifying risks in systems and reporting processes, and proposed improvements and automated technology deployment.
- Performed due diligence on the KYC/AML program for a potential foreign acquisition.

Riyadh Capital, Riyadh, March 2005 - May 2009

Head of Compliance and Risk Management Officer

Obtained the license and Commencement letter from the CMA to establish Riyadh Capital as a fully-fledged licensed investment company. Developed compliance function and oversaw implementation of related systems, leading and participating in the successful deployment of various systems and processes. Headed the team responsible for meeting the requirements to obtain CMA licenses. Prepared all necessary documents, including contracts and agreements, for external consultants.

- Created enterprise risk management framework, identifying key program and operational risks, and utilised it for risk reviews and budget decisions.
- Established the enterprise risk framework for the company and set Key Risk Indicators (KRI) and Control Risk Self-Assessment (CRSA) for departments.
- Prepared service level agreements for risk management and compliance between Riyadh Capital and the parent company.
- Designed and implemented policies and procedures for Riyadh Capital in accordance with CMA regulations, collaborating with external consultants.

*Additional Experience as Credit Senior Risk Officer at Saudi American Bank, Riyadh, April 2003 – March 2005*

## Professional Qualifications, Certifications & Achievements

**The Diploma in Translating Legal Documents and the Language of Contracts** | Justice Academy

**FIDIC Module 1 (Practical use of FIDIC Conditions of Contracts)** | International Federation Consulting Engineering (FIDIC)

**International fellowship program in international Arbitration** | The Chartered Institute of Arbitrators (MCIArb)

**P30 foundation in portfolio, programme and project** | AXELOS global best practice.

**Professional Business Analyst (PBA)** | Project Management Institute (PMI)

**Professional Project Management (PMP)** | Project Management Institute (PMI)

**Risk Management Professional (RMP)** | Project Management Institute (PMI)

**Certified Fraud Examiner (Association of Certified Fraud Examiner)** | Association of Certified Fraud Examiner (ACFE)

**International Diploma in Compliance from the International Compliance Association. (Int.Dip in Comp)** | International Compliance Associations

**CMA advanced Certificate in Compliance and AML** from the International Compliance Association

**Capital Market Examination (1) in Investment** from Capital Market Authority (CMA)

**Capital Market Examination (2) in Regulations** from Capital Market Authority (CMA)

**Ransomware Uncovered by International Cyber Threat Taskforce**

**Completed a course in Cyber Security Manger** from MIT Sloan School of Management

**Completed course in Artificial Intelligence Implications for Business Strategy** from MIT Sloan School

## Education

**Executive MBA (2024)** | Al-Yamamah University, Riyadh, Saudi Arabia

**Bachelor of Arts: English Language** | King Saud University – Riyadh

## Seminars & Workshops

- Participated as a speaker in the 8th compliance and AML Seminar held in Riyadh on May 9th of 2016.
- Participated as a speaker at the CMA in the MENA Financial Action Taskforce (MENAFATAF) working group in Sudan in 2015.
- Represented and participated as a speaker at Tadawul in the workshop for Market Development Working Group in 2017.