Job Title:	Proposition Manager
Department:	Proposition Management
Location:	Mayfair
Salary	Competitive salary plus a generous benefits package
Contractual Hours	Full-time equivalent (37.5 hours per week) with a hybrid working arrangement
Job Summary	Reporting to the Head of Proposition Management, the Proposition Manager will play a key role in shaping and developing Killik & Co's client proposition. Working across the firm's products, services and client journeys, you will help ensure that our proposition remains differentiated, commercially sustainable and aligned with both client needs and regulatory requirements. This is an opportunity to join a growing function with broad exposure across the business. Working across the firm's products, services and client journeys, you will lead proposition workstreams from analysis and design through to implementation and review, collaborating with stakeholders across the business to deliver positive client outcomes and proposition improvements.
Key accountabilities	• Support the development and delivery of the proposition strategy and roadmap, taking ownership of agreed proposition areas and helping to shape their future direction in line with client needs, commercial objectives and regulatory requirements • Use client, market, commercial and regulatory insight to identify opportunities for proposition enhancement, market differentiation and growth. • Lead proposition change initiatives from definition through to implementation, ensuring clear outcomes, effective governance and successful delivery. • Manage the ongoing lifecycle of products and services, including proposition reviews and fair value assessments, ensuring they remain compliant, current, and aligned to client needs and expected outcomes. • Embed Consumer Duty throughout the proposition lifecycle, maintaining client journey maps, ensuring client needs,

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	understanding and support are considered, identifying foreseeable harm and implementing appropriate controls. • Work collaboratively across the business to improve products, services, communications and physical and digital client journeys, ensuring the proposition is understood and communicated consistently. • Develop and present recommendations and business cases to support proposition changes, contributing to the Proposition Forum and balancing client outcomes, commercial objectives, delivery feasibility and regulatory requirements. • Monitor the adoption, commercial performance and client outcomes of proposition changes, identifying risks and underperformance and ensuring appropriate actions are taken. • Maintain effective proposition governance, records and review schedules, building strong stakeholder relationships to support the successful delivery and ongoing management of the proposition.
Competencies/skill set	• Client focus and empathy – Understands the needs of mass-affluent and vulnerable clients, keeping client outcomes central to decisions. • Strategic and commercial judgement – Balances client needs, business strategy, growth, value, cost and regulatory expectations when assessing options. • Analytical thinking and decision-making – Interpret qualitative and quantitative evidence to identify key issues and make well-supported decisions. • Simplification and communication – Translate complex proposition and regulatory matters into clear decisions and communications for different audiences. • Collaboration and change leadership – Works collaboratively to design and implement change, addressing practical concerns and supporting adoption. • Governance discipline – Maintains accurate records, ensures appropriate oversight and escalates material issues when required.
Qualifications/experience required	Essential • At least five years' relevant experience in UK wealth management, including client-facing, proposition, product or service design, strategy or change. • Experience within financial services, wealth management, investment management or a related regulated environment. • Strong analytical, stakeholder management and communication skills, with the ability to develop evidence-based recommendations and deliver change. • Experience in proposition management, product management, business analysis, change delivery or a similar role, with

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knowledge of Consumer Duty, product governance and regulatory requirements.

Desirable

- A relevant financial services qualification including regulation and ethics modules.

To apply, please email your CV and cover letter to recruitment@killik.com.

In order for us to have all information to hand prior to submitting your application, please could you indicate the following:

- Your notice period
- If there are multiple location options for the role, please state your preference or if you are happy to be considered for all.
- We appreciate that salary can be a sensitive topic to discuss at this early stage, but to help ensure we're aligned from the outset and respectful of your time, could you please let us know your current salary and salary expectations? This allows us to make sure the opportunities, and salary ranges we can offer are suitable before progressing further.

We are committed to ensuring a fair and inclusive process. If you require any reasonable adjustments under the Equality Act 2010 (for example, accessibility support or alternative formats), please let us know in advance so we can make the necessary arrangements. Your personal information will be handled in accordance with the UK GDPR and our privacy policy.

Recruitment Process

At Killik & Co, we are committed to conducting a fair, consistent, and transparent recruitment process. While the structure may vary depending on the position, candidates can typically expect the following stages:

1. **CV Review** – All applications are anonymised, then assessed against the essential and desirable criteria outlined in the role profile.
2. **First Interview** – An initial conversation designed to explore your professional background, core competencies, and motivation for the role.
3. **Second Interview** – A more detailed discussion with the hiring team, which may include technical questioning, competency-based evaluation, or discussion of relevant experience.
4. **Third Interview (where applicable)** – For certain roles, an additional stage may be required, such as a presentation, case study, or meeting with senior stakeholders.
5. **Offer or Decline** – Following completion of all interviews, we will communicate the final outcome. Successful candidates will receive a formal offer subject to any required pre-employment checks.

While we endeavour to respond to all applications, this may not be possible for vacancies with high volumes of applications.

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