

Joel Lucas
Chief Manager (AVP)

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Proficient in running successful **Treasury Operations(FX) |Trade, Settlement and Transaction Reporting|Fund and Securities Accounting| Business Analyst| Regulatory**. Deriving business excellence with the resources available at disposal and adopting strategically process improvements initiatives

Executive Profile

- Offering **over 15 years' experience**; currently working with **ICICI-Treasury Control and Securities Group, Mumbai/Hyderabad as Chief Manager (AVP)**; successfully managing end-to-end Treasury/Securities Operations-Trade and Transaction Processing/Settlement,SSI,SWIFT/FED, Reconciliation, Reporting of Foreign Exchange deals (spot, tom, cash, Outright & Fx-Swaps) to regulators of various international geographies.
- Migrated and handle MAS** international settlement clearing systems industry implementation and testing. (Ex-LVTS (Canada), MEPS (Singapore).
- Successfully implemented **BRAX/FXall** interbank **deal STP, SWIFT STP** as Regulator mandate & **MIFID/EMIR/DTCC/HKTR Regulator Reporting of structured spread sheet**.
Proficient in leading end-to-end business functions with responsibilities including **Cash-flow or funding reporting** for various currencies before cut off, **Settlement** of all foreign currency transactions (**FX**), **Bond settlements (Money Market)**, **Repo**, **Collateral deposit (CD)** Etc. through **SWIFT application**, **KRA/KPI- Custody overdraft**, **Payment processing of FX,MM. UAT testing**, **Reconciliation** issues.
- Coached, mentored and motivated teams in driving organizational goals and objectives; groomed team members for succession planning; Knowledge of operational systems **SWIFT messaging MT 99, MT 202, MT 103, MT 542,MT 540, MT 541, MT 543, MT 300 and RTGS**
- Implemented contingency/business continuity plans to ensure uninterrupted and smooth business operations, and attainment of budgeted objectives
- Raising **BRS** and performing **UAT testing** by validating requirement and providing input to development team. Also follow up with vendor (**Unavista**) for support as and when necessary to resolve issues.
- An **excellent communicator** with excellence planning, negotiation and **team management skills**

Academic Details

2002: Diploma in Financial Management (equivalent to **MBA**) from KC College of Management, Mumbai
2002: **M.Com.** From Mumbai University, Mumbai
2000: **B.Com.** From Mumbai University

IT Skills

- Advance Knowledge of **Microsoft Office 2000**
- ERP, **Olympic, Bloomberg**, Visio, Lotus Notes, Alert/Global OASYS, **Advent Geneva**, HSBC net, Apollo, UTP IPC Monitor, Content Manager, Explorer Seamless, Corona (**Nostro**), Account closing database, Finacle, **SWIFT Alliance**, **Euro Clear**, **Murex**, Cash pad, **Reuter**, Teme,RTGS,Outlook.

Key Impact Areas

Strategic Planning & Leadership	Budgeting
Regulator Reporting MIFID/EMIR/HKTR & Settlement	Treasury Operations-Trade
Enhancement-UAT (Functional)	Risk and control
Internal & External Audit	Team Building & Leadership
MIS & Reporting SWIFT/FED/RTGS	

Key Skills

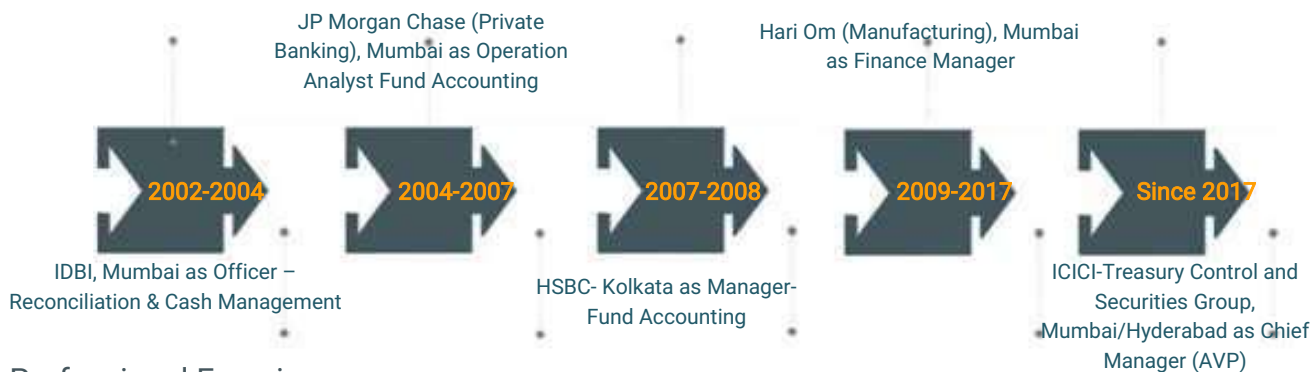


Excellent track record of driving excellent performance across career Treasury Operations-FX/Trade/Settlement/UAT



Edit with WPS Office

Career Timeline



Professional Experience

Mar'17 –Present: ICICI-Treasury Control and Securities Group, Mumbai/Hyderabad as Chief Manager (AVP) spearheading the entire functions related to Trade Processing/Settlement,SSI,SWIFT/FED, Reconciliation and Trade/Transaction Reporting (of various types of Foreign Exchange deals (spot, tom, cash, Outright & Fx-Swaps) to regulators of various international geographies, cash flow reporting for various currencies and settlement of all treasury products with a team of 20 members for IBG/Subsidiary middle office operations (Asian-HK,Singapore,Europe-UK/US and Canada). Ability to work with different cultures and nationalities. Build relationship with key stakeholders across the firm and to work collaboratively. Functional and operational knowledge of treasury products viz. forex, fixed income and money market instruments and of operational systems e.g. SWIFT messaging, RTGS etc. Performing Various Market Operations like Deal Cancellation, Cancel and Re-Issue Early termination, Ascertain that all trades executed through Reuter -3000 Xtra, BARX, Fx-Clear trading platforms are flown to the Murex system through Reuters deal tracker.

Role:

- ❖ Liaising with various internal and external stakeholders for the discrepancies & exception found in the trades.
- ❖ Executing projects in areas of operational efficiencies and accuracies and automation pertaining to operations function Write up business specifications for new request i.e. either initiated by our clients or other business lines(back office and operations users) and validate their requirement by providing input to development team. Running error-free back-office function ensuring timely settlements, reporting and supporting any front office requirements.
- ❖ Confirmation and Settlement of all foreign currency transactions (FX), Bond settlements (Money Market), Repo, Collateral deposit (CD) Etc. through SWIFT application. This includes preparing SWIFT messages like MT 199, MT 202, MT 103, MT 299, MT 399, MT 541, MT 543, MT540, MT542, MT 599, MT 300 and MT 320.Adhoc payment processing and transaction maintenance.
- ❖ Cash-flow reporting for various currencies before cut off, Responsible for sending Cash-flow projection report status of all inflows and outflows to front office on hourly basis. Coordinate netting process and manage settlement of all related positions.
- ❖ Performing MIFID/EMIR reporting for Swap, Forward, and Bond on T+1, Experience in upcoming regulatory changes such as SFTR. Act as Subject matter expert for regulatory reporting for trade and transaction- MIFID/EMIR, MAS, HKTR,DTCC,BLR-6 i.e. exception management and root cause analysis for various regulations also ensure firm is meeting all its reporting obligations i.e. Front office(Trade reporting),Operations(Transaction reporting),Compliance, Change management and Technology. Contributed to user training activities through one-to-one discussion, presentation, operation procedures, and Steering committees meeting. Liaising with various internal and external stakeholders for the discrepancies & exception found in the trades.
- ❖ Ownership and accountability of trade settlement and ensuring timely settlement of time critical payments which include vendor, internal and external payments.
- ❖ Create a structured excel file as a part of implementation thereby create test plan, cases including the negative scenario for test phases and then perform system testing on UAT environment . Read and validate business functional specifications with impact and then work with all parties to document business requirement and UAT is done. Review the requirement and ensure they are complete and fit for the purpose thereby providing sign off.
- ❖ Authorize and organize the establishment of major core activities and associated senior staff for implementation ,innovation ,simplification and cost saving by raising BRS and testing UAT for Smart Checks through robotic in current process which reduced manual intervention Ensured cross-functional coordination in people management to cover BCP. Provide business support during location (HK, Singapore, UK, US and Canada) holidays

Significant Accomplishments:

- ❖ Performed MIFID/EMIR Regulator Reporting for UK location; implemented structured spreadsheet where data is entered from murex to report 65 field (Swap outright, Bond, Equity) of transaction reporting at T+1; UAT is done to avoid that STP error Standardized daily operation MIS
- ❖ Smart Check through robotic in current process which reduced manual intervention
- ❖ Ensured cross-functional coordination in people management to cover BCP
- ❖ Executed Money to India Testing in UAT and raised BRS
- ❖ Reported Intraday Liquidity Regulator at T+10 & implemented structured spreadsheet
- ❖ Enabled and contributed implementation of cash management processes that increase internal cash controls and efficiencies while minimizing bank fees

Jan'09-Feb'17: Hari Om (Manufacturing), Mumbai as Finance Manager

Spearheaded the entire functions related to Accounting, Supervision, Reporting and MIS, Fund Management/Working Capital

Management /Safeguarding of Assets and Insurance Archiving of all financial documents, ERP Implementation, Account Payable Management, Account Receivable Management & Treasury. On a daily basis, monitors the flow of funds through the Company's banking system. This entails the daily tracking of cash receipts and disbursements and cash balances within various banks and accounts. Assisting with implementation of cash management processes that increase internal cash controls and efficiencies while minimizing bank fees. Responsible for leading the Finance team and guiding them to ensure the daily operation and the financial close process, including the pre-close and post-close preparation and review of balance sheet accounts reconciliations are completed. Direct management of international payments and banking relationship. Oversee maturity, bank account position and funds movement on regular basis ensure compliance with all liquidity requirements to minimize operational risks. Ensure and enforce the credit terms of customers. Follow up on outstanding and ensure steps taken in case of failure/delay. Oversee maturity, bank account position and funds movement on regular basis ensure compliance with all liquidity requirements to minimize operational risks. Initiates all electronically based cash movement transactions between company bank accounts and to third party bank accounts, as authorized. Also initiates spot foreign exchange transactions. Following up on payments - obtaining confirmation via SWIFT (message types such as MT 103, MT 202) and communicating the same to the internal departments. Recruit, organize, train and manage/motivate staff, Communicate direct reportees mandate of department. Manage performance and resources through delegation and provide feedback and address area of underperformance.

Oct'07 – Sep'08: HSBC- Kolkata as Manager-Fund Accounting

Managed creation, formatting and authentication of common funds transfer Fin message types such as MT 103, MT 202, and free format messages and their repair. Recognized for managing delivery and escalations; covered the nostros accounts to avoid paying debit interest and processed of FX and MM trades. Performed reconciliation of Nostro account maintained with the Correspondent Banks for USD/EURO/YEN/JPY/CHF/CAD in foreign currencies. Reconciliation of Nostro trades stock position and cash balance. Ensure that the ageing of breaks and write-offs are in line with the policies. Ensure that all breaks are highlighted on a daily basis and aged appropriately. Follow-up for resolution and escalation of aged breaks with Core Operations & Middle Office. Investigated outstanding processing and settlement issues of external parties, mainly custodian

Jul'04 – Sep'07: JP Morgan Chase (Private Banking), Mumbai as Operation Analyst -Fund Accounting

Reviewed Foreign Exchange transactions received from various sources. Prepared accurate and timely net asset valuations for a growing portfolio of hedge funds. Completed daily / weekly / fortnightly / monthly NAVs in an accurate and timely manner, ensured all issues were fully documented in accordance with departmental standards. Processing of securities and cash transaction, Monitor cash activity and portfolio position on periodic basis. Delivery of pricing to pricing agents. Reconciliations between various systems/ companies for stock positions and cash balances. Liaise with brokers and investment managers to resolve cash breaks. Reconcile the Trades between Front Office and Back Office trading and settlement systems. Managing transfer using RTGS and SWIFT. Run the BCP exercise as per the calendar in coordination with all relevant teams to ensure operational systems of BCP at regular intervals to enhance the BAU. Communicate BCP test results to Business/ Function heads and define possible measures to mitigate any gaps observed, Ensure adequate adequacy of controls; align controls to risk, constantly be on the lookout of identifying and addressing risks within the business line. readiness.

Significant Accomplishments:

- ❖ Received 2 Service Star Award's from donor (Geneva) location and 2 Sport Award's for implementation of treasury set process in Geneva
- ❖ Won Team of the Quarter Award Active involvement in development process of Fund Accounting of reconciliation on spreadsheet Migrated Paris Fees process and Also Involved in the capacity analysis of FTE during fund migration was turned in FTE count required for process, utilized time by each team member for Functional task
- ❖ Performed User Acceptance Test (UAT) once the system requirement for the New Business Initiatives delivered & resolve any bugs / error Developed & wrote user manuals/SOP for the applications / processes developed
- ❖ Ensured that testing issues are identified, tracked, reported on and resolved by development team as per TAT

Oct'02 – May'04: IDBI, Mumbai as Officer – Reconciliation & Cash Management Significant

Role:

- ❖ Ensure check list is followed by staff and updated from time to time and changes are circulated among staff. Point of Error and deviation if any to the staff so as to enhance their skill.
- ❖ Control over cash movement and cash availability, Monitor the cash holding limits, Ensure liquidity requirement is maintained and cash movement is properly monitored. Issue related to shortfall are addressed properly and as per procedures mention in operation manual
- ❖ Handling of Cash receipts & payments & ensuring transactions are carried out with in prescribed TAT without Errors, Cash Balancing & Cash Bundling , Issuance of DD/MC (With In Prescribed TAT)
- ❖ Executing RTGS / NEFT, Vault custodian, Ensure No Excess or Short Cash, Identifying & monitoring large cash movements & reporting on time, Identifying customers regularly visiting counter & diverting them to direct banking channels including customers with high cheque returns, Archival backups, Managing outward clearing activity, Updating Registers for cash transactions over Rs. 1 lacs & 10 lacs including suspicious transaction register
- ❖ Printing & filing EOD Reports (Instruments issued / EOD Cash Position etc.), Coordinating for binding of vouchers & Managing OEC Records Archivals

Accomplishments:

- ❖ Executed & completed a project on Treasury process set up, for which received felicitation by the bank
- ❖ Implemented contingency/business continuity plans to ensure uninterrupted and smooth business operations, and attainment of budgeted objectives
- ❖ Identified gaps in the process and understood requirements, supported the Test Team for formulating test scope and gathering requirements and also worked closely with development teams for transferring the process knowledge; was a bridge between Tech & amp as well as Business teams
- ❖ Ensured that testing issues are identified, tracked, reported on and resolved by development team in a timely manner

- ❖ Acted as an Implementation Manager for rolling implementation of historical data loads from legacy systems and reconciliation between the legacy and new system



Personal Details

Date of Birth	: 20 th December 1977
Languages Known	: Hindi, French (Basic) & English
Passport Details	: Z4899988, Expiry 05-04-2028
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