Risk Technology Specialist Program

Discussion notes; Stakeholders: Barbara Witek, Irena Pawłowski

Background
The Risk Technology Specialist Program aims to mirror technology expertise on the Risk Sector Specialist Program already in play. The idea is to encourage internal expertise and knowledge sharing within new technologies like Blockchain, Machine Learning, Stream Processing, Mircoservices etc. The specialists are team members, who on a voluntary basis acquire specialization through training and share knowledge with their co-workers on an as needed project basis.

Intent
The aim of introducing a Risk Technology Specialist Program is to address knowledge gaps and to encourage employee development and retention. The proposed structure would also be volunteer basis where the Risk Technology Specialist is required to perform this function on top of their regular work.

Issues
There is a distinct difference between sector and technological knowledge:

- Technology expertise requires not only pre-dispositions and requisite background, it also require a lot of time for to keep up to date with relevant in knowledge in context.
- Acting as a specialist will require more than a casual engagement over daily tasks. Additionally involvement in projects other on a consultative basis seems unsustainable given the scope of the consultations and support needed for new technologies to be implemented.
- Individuals with new found skills could become an attrition risk, if their expertise is not acknowledge in a formal way, their role changes etc. These individuals will bridge a gap that is very needed in the current banking environment – those who are risk specialists, understand the context and have cutting edge skills and knowledge in tech.

Recommendations
As part of a follow up to the Risk Hackathon, which aims to not only create a pipeline for new candidates in Data Science and Modelling but to also engage current employees and inspire them with new knowledge, we would like to do follow up series of meetups in topics related to technology and risk, and specifically Data Science in a risk context. This will be a good vehicle for inspiring current employees as a first step, sharing industry knowledge, and building innovation within with department.

The plan to reach our goals

Conference and Hackathon

Engages an internal and external audience with the goal of both staffing the modelling unit, and showcasing the know-how within ING, as well as engaging internal staff with industry leading knowledge-sharing.

Target: students and ING staff, crossfuntionally

Benefit: building internal culture and spreading footprint beyond just the hackathon.

Larger pipeline for all depts. Ensures cross-functional stakeholder buy-in. Introduces more people to ING and Modeling. Promotes education and knowledge sharing amongst employees.

A two day event with a open conference on day one, that opens up the hackathon in the second part of the day.

Students that have been pre-selected will be invited to participate in workshops and test their skills in a hackathon like event.

They will get the opportunity to learn soft skills as well, under the guidance of industry leaders and mentors.

The 15 finalists will have the opportunity to win cash prizes and mentoring sessions. They will also be shortlisted for possible opportunities within ING for Data Science positions.

Event Structure

Day 1

Conference (9-14)

Open to both hackathon participants and finance/fintech enthusiasts. Online registration with gated entry, also for conference go-ers (like TED).

Half day event with a high-profile guest speaker (for eg. Chris Skinner as a keynote and fireside chat with other high profile guests.

Possible topics:

- Innovative approaches for Credit Risk from challenger banks
- The future of social banking and its effect on Risk Modelling
- Python isn't' enough: spaghetti code in ML and its effect on the banking sector.
- AI & Stream-processing, what's the real state of the banking industry.

Workshop & Assignment (14-24)

Only for students that have applied and successfully passed the preselection: Online registration with gated entry - questionnaire to identify

- Fit, skill level, eligibility
- Applicants will have to provide evidence of the skill level and match to task
- Single entries will be matched to teams of 3-4 people

Workshop (2H)

- Intro to Assignment
- Basics of Modelling

Assignment (8H)

- Until completion or time runs out (24)
- Mentoring, with internal and external partners
- Team building exercises

Day 2

Adjudication, Awards and After (9-24)

Assessment and preselection of finalists and presentation workshop (3H)

- Projects to be adjudicated by a panel of internal and external experts. Based on pre-determined criteria.
- During this time we will have specialized pitch workshops for all the teams, where they will created their pitch decks for the final. Each team will have a mentor who will help them with their decks.

Pitches and winners (2H)

- Finalists (5 or 6 groups) to pitch their solution to a Jury of internal experts and questions (3-5 people) in 3-5 mins.
- Jury to pick winners
- Other participants can also vote for personality/community choice award.

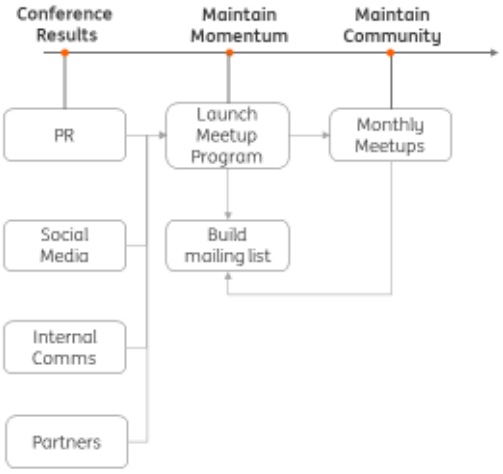
Announcement of the results, awarding of prizes, closing ceremony (1H

After – Celebrate Good Times, Come on!

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Follow up and post conference activities



Aim: To utilise the event as a catalyst to build on going awareness about data science in the context of risk modelling and a active community

Opportunity: currently all Data Science meetups focus only on IT and ML contexts.

Goals:

- build a continued and active pipeline and to position ING as a company where these skills are used
- contribute to building a community around Data Science dedicated to solving bank-specific problem.

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