

JOB DESCRIPTION TEMPLATE

VP of Enterprise Risk Management

The senior leader of the enterprise risk program, owning the ERM framework, risk appetite, and reporting that gives leadership a clear view of enterprise risk.

Department	Enterprise Risk Management
Reports to	Chief Risk Officer / Chief Financial Officer / Board Risk Committee
Location	Remote / Hybrid / On-site
Employment type	Full-time
Experience	10 to 15+ years

POSITION OVERVIEW

The VP of Enterprise Risk Management leads the organization's enterprise risk program, providing the framework, methods, and reporting that help the organization identify, assess, and manage risk across all categories.

The VP partners closely with executive leadership, business units, finance, compliance, internal audit, and technology to set risk appetite, run enterprise risk assessments, monitor key risks, and support risk-informed decision making.

As organizations face a broader and faster-moving risk landscape, the VP of Enterprise Risk Management serves as a senior authority on ERM and the integration of risk into strategy and operations.

KEY RESPONSIBILITIES

ERM FRAMEWORK AND STRATEGY

- Own and evolve the enterprise risk management framework.
- Align the ERM program with COSO ERM and ISO 31000.
- Establish risk appetite, tolerance, and limits with leadership.
- Integrate risk into strategy, planning, and decision making.
- Present enterprise risk updates to leadership and the Board.

RISK ASSESSMENT

Lead enterprise risk assessments across risk categories, including:

- Strategic, financial, and operational risk
- Compliance, legal, and regulatory risk
- Technology, cyber, and third-party risk
- Emerging and reputational risk

RISK MONITORING AND KRIS

- Define and track Key Risk Indicators (KRIs).
- Maintain the enterprise risk register.
- Monitor changes in the risk profile and environment.
- Escalate emerging and threshold breaches to leadership.

REPORTING AND DASHBOARDS

Develop enterprise risk reporting for executive leadership and the Board, including risk dashboards, heat maps, top risk summaries, and trend analysis that support informed oversight.

RISK CULTURE AND TRAINING

Advance a strong risk culture across the organization through training, risk champions, and embedding risk practices into business processes and the first line of defense.

BUSINESS CONTINUITY AND RESILIENCE

- Coordinate business continuity and resilience planning.
- Assess concentration and third-party risk.
- Support crisis management and scenario planning.
- Align risk with insurance and mitigation strategies.

PROGRAM LEADERSHIP

Lead the enterprise risk team, manage risk governance committees, and coordinate the three lines of defense across risk, compliance, and internal audit.

REQUIRED QUALIFICATIONS

- Bachelor's degree in Risk Management, Finance, Business, Economics, or a related discipline. Master's degree preferred.
- 10 to 15+ years of progressive experience in enterprise risk, financial risk, or operational risk.
- 5+ years leading risk teams or ERM programs.
- Experience briefing executive leadership and Board committees.
- Strong knowledge of COSO ERM and ISO 31000.
- Track record of building or maturing ERM programs in complex organizations.

PREFERRED CERTIFICATIONS

One or more of: FRM, PRM, CRISC, or CRMA.

TECHNICAL KNOWLEDGE

Enterprise risk management, COSO ERM, ISO 31000, risk appetite and tolerance, risk assessment methodologies, Key Risk Indicators, risk quantification, business continuity, third-party risk, scenario analysis, GRC platforms, and risk reporting.

ESSENTIAL COMPETENCIES

Strategic leadership, executive communication, Board presentation skills, risk-based decision making, analytical rigor, program management, change leadership, and negotiation and influence.

SUCCESS MEASURES: FIRST 12 MONTHS

- Assess and refresh the ERM framework.
- Establish or update enterprise risk appetite and tolerance.
- Complete enterprise risk assessments across categories.
- Define and operationalize Key Risk Indicators.
- Refresh the enterprise risk register.
- Build executive and Board risk reporting.
- Strengthen risk culture and first-line engagement.
- Advance the maturity of the ERM program.

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