SECURITIES COMMISSION OF THE BAHAMAS

Expression of Interest: —Programme Manager

(Consultancy)

CLOSING DATE: 28 AUGUST 2026

ENGAGEMENT TYPE:	Fixed-term consultancy assignment (not employment)
ENGAGEMENT MODEL:	Remote-based with contracted on-island presence in Nassau, The Bahamas

This publication is available at www.scb.gov.bs.

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Programme Manager (Consultancy)

1. Background

The Securities Commission of The Bahamas ("the Commission") regulates capital markets, securities, investment funds, digital assets, financial and corporate service providers in The Bahamas. The Commission is undertaking a programme to assume ownership and control of its web-based regulatory interface, to continue the interface's development under Commission-owned governance, and to establish a data warehouse and business intelligence capability serving its risk analytics and supervisory functions ("the Programme").

The Commission does not maintain an internal software delivery function. Programme capacity is sourced through an independent Programme Manager (this assignment), an independent Solution Architect (procured separately), and a competitively procured delivery partner responsible for build and transition activities.

2. About the Programme

The Commission is establishing its Regulatory Technology and Data (RTD) Programme to assume full ownership and control of its licensee-facing regulatory interface, to build a Commission-owned data warehouse and reporting capability serving its risk analytics and supervisory functions, and to modernise its supervisory tooling. The Programme is designed to be delivered over approximately nine months from mobilisation through independent programme leadership and a competitively procured delivery partner, under a steering committee reporting to the Executive Director. This assignment is one of the Programme's independent leadership roles.

3. The Assignment

The Programme Manager will lead the planning, procurement support, governance and execution of the Programme on behalf of the Commission, acting exclusively in the Commission's interest and independently of any prospective delivery partner. Core responsibilities include:

- Establishing and operating Programme governance: an integrated plan across three workstreams (portal transition and continued development; data warehouse; business intelligence and reporting), a steering committee, decision and escalation paths, a consolidated risk and issues register, and a single budget envelope;
- Leading the incumbent vendor transition: contract review with the Commission's legal counsel; transfer of source code repositories, environments, administrative credentials, documentation and third-party licence arrangements; and negotiation of the incumbent's role during transition;
- Drafting the delivery partner Request for Proposals and supporting evaluation, contract negotiation and mobilisation;

- Directing and monitoring the delivery partner's performance against contracted milestones, service levels and quality standards, supported by the Solution Architect on technical matters.

The full Terms of Reference will be provided to shortlisted candidates.

4. Engagement Model

The assignment is remote-based with a contracted on-island presence rhythm in Nassau:

- Programme mobilisation on-island (approximately two to four weeks);
- Thereafter approximately one week per month on-island;
- Additional on-island attendance at critical events, including incumbent vendor negotiations, RFP evaluation, delivery partner mobilisation, and go-lives.

The presence rhythm is a contractual term of the assignment. Between on-island periods, the Programme Manager works remotely through the Commission's designated internal counterpart. Candidates whose working day substantially overlaps the Commission's working hours (Eastern time) are preferred; time-zone alignment is weighted in evaluation. Permanent relocation is neither required nor offered.

5. Candidate Profile

- Substantial experience directing technology transition or delivery programmes of comparable scope, preferably for regulators, central banks or other public-sector financial institutions;
- Demonstrable experience of vendor transition and exit management, including intellectual property, escrow and handover matters, working alongside legal counsel;
- Experience procuring and directing third-party delivery partners under competitively tendered contracts;
- Strong stakeholder and governance skills at executive and board level;
- Independence: no current or recent commercial relationship with the incumbent vendor, and willingness to be excluded from any interest in the delivery partner procurement;
- Experience of remote-first delivery models with periodic travel; experience in small jurisdictions or the Caribbean region is an advantage.
- Familiarity with the K2 / Nintex Automation platform, or experience leading transitions of comparably configured workflow platforms, is an advantage. Deep platform expertise is not required of this role; it is provided by the Solution Architect.

6. Submission Requirements

Interested candidates should submit:

- A curriculum vitae identifying comparable programmes led, with the candidate's specific role and the outcomes achieved;
- A short statement of approach (no more than three pages) addressing vendor transition and remote-first programme governance;
- Proposed day rate (all-inclusive except travel, which is reimbursed against the Commission's travel policy), and availability;
- Two references from client organisations for comparable assignments;
- A declaration of any actual or potential conflicts of interest, including any relationship with the incumbent vendor.

Submissions should be sent to rtd.programme@scb.gov.bs by 28 August 2026. Shortlisted candidates will be interviewed remotely and provided with the full Terms of Reference. The role and its terms will be discussed in detail with shortlisted candidates, who will have the opportunity to discuss scope, expectations and engagement terms before any appointment. The Commission is not bound to accept any submission and may re-issue or withdraw this notice at its discretion.