



JOIN TONGA DEVELOPMENT BANK – EXCITING CAREER OPPORTUNITY

'AVE PA'ANGA PAU COMPLIANCE OFFICER – HEAD OFFICE, NUKU'ALOFA

Applications are invited from suitably qualified and experienced candidates for the position of 'Ave Pa'anga Pau Compliance Officer, based at the Tonga Development Bank Head Office and reporting directly to the Acting General Manager 'Ave Pa'anga Pau Limited.

Role Purpose

Ensure APP operates fully in compliance with Tongan laws, NRBT regulations, and international standards (including NZ and Australia). Oversee AML/CFT obligations, licensing, and regulatory reporting, while protecting the organisation from legal, regulatory, fraud, and reputational risks and supporting the lawful operation of money transfer services.

Key Responsibilities

1. Ensure APP complies with Tongan laws, NRBT regulations, and NZ/Australia financial standards.
2. Oversee AML/CFT programs, transaction monitoring, and risk assessments, including PEP and sanctions checks.
3. Prevent fraud, money laundering, and terrorism financing.
4. Manage regulatory reporting, statutory filings, and international banking compliance.
5. Maintain accurate corporate and director information across jurisdictions.
6. Develop, review, and enforce internal policies, governance frameworks, and controls.
7. Provide staff training and promote a strong culture of integrity and compliance.
8. Act as primary liaison with regulators, law enforcement, and other authorities.
9. Investigate compliance breaches and recommend remedial actions.
10. Support Acting GM-APP with special projects and operational initiatives to protect the organisation's reputation and legal standing.

Skills and Experience

Key Skills & Competencies:

- Regulatory & Legal Knowledge: Strong understanding of Tongan, NZ, and Australian financial regulations, AML/CFT compliance, and statutory obligations.
- Analytical & Investigative Ability: Risk assessment, PEP/sanctions monitoring, transaction analysis, and problem-solving.
- Attention to Detail: Accurate compliance filings, reporting, and transaction monitoring.
- Technical Proficiency: AML/CFT systems, financial reporting, and international banking platforms.
- Communication & Liaison: Excellent written, verbal, and regulatory stakeholder engagement skills.
- Integrity & Time Management: High ethical standards, confidentiality, sound decision-making, and ability to meet deadlines while multitasking.

Qualifications : Tertiary Qualification in Finance, Law or Compliance; 3-5 years experience in regulatory compliance or financial services is advantageous but not essential.

Remuneration: The post of 'Ave Pa'anga Pau Compliance Officer is at Band 6 with a salary scale ranging from TOP\$33,137 to \$49,705per annum. The entry point will depend on qualification and working experience being brought to the job.

Benefits: Attractive benefits are also available including staff loans, retirement fund scheme and excellent opportunities for advancement.

Applications: Internal Candidates interested in this role should submit their applications through their Managers.

Deadline : Deadline for All applications is Friday 20 March 2026, **4pm**.

For further enquiries, contact Human Resource division, Head Office at phone 23-333.