

## TRL Programme Structure

### Year 1

<p><b>Training</b></p> <ul style="list-style-type: none"> <li>• Regulatory Skills</li> <li>• Soft Skills</li> <li>• Team Skills</li> </ul>	<p><b>On-job coaching with rotations in the following Divisions</b></p> <ul style="list-style-type: none"> <li>• Supervision</li> <li>• Markets</li> <li>• Enforcement</li> </ul>	<p><b>Mentoring</b></p>
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### Year 2

<p><b>On-job coaching plus external secondments</b></p>	<p><b>Industry specific professional qualifications from CISI (UK)</b></p> <ul style="list-style-type: none"> <li>• Islamic Finance</li> <li>• DIFC Rules and Regulations</li> </ul>	<p><b>Mentoring</b></p>
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For more information about the DFSA, please refer to the website at [www.dfsa.ae](http://www.dfsa.ae)

### Frequently Asked Questions

**Who may apply for the Tomorrow's Regulatory Leaders (TRL) Programme?**

Applications are sought from Emiratis who have recently graduated or are about to graduate. You will be required to demonstrate that you meet all our requirements.

**What formal training will I receive?**

A curriculum covering more than 40 topics in disciplines related to regulation forms the basis of the training in the first year of the Programme. In the second year, graduates will be sponsored to complete industry qualifications such as the DIFC Rules and Regulations and Islamic Finance from the Chartered Institute of Securities & Investment (UK).

**Can I undertake further study?**

Yes, we encourage you to undertake relevant further academic or professional qualifications.

**What kind of working culture does the DFSA have?**

The DFSA offers a good work-life balance. A working day is 9 hours (either 8am to 5pm or 9am to 6pm at the discretion of your Manager), including an hour for lunch - Sunday to Thursday. At certain times, however, you will be expected to work longer hours in order to meet organisational needs.

**What level of commitment is required?**

A successful applicant must demonstrate a commitment to complete the full two-year Programme, which will be challenging and rewarding. Your continued participation will be subject to satisfactory performance, to be evaluated through processes of continuous review, case studies and professional qualifications.

**What will the DFSA be expecting in my application?**

Your academic achievements are not our only interest. We have identified other requirements that are equally important; such as communication, leadership, motivation, teamwork, problem solving, analytical thinking, adaptability, flexibility and maturity. You can find some useful tips for preparing your application on our website.

**How much will I earn?**

See [www.dfsa.ae](http://www.dfsa.ae) for current remuneration details.



## Programme Mission

To develop regulatory skill sets in Emiratis leading to:

- sustainable employment opportunities in regulation within the DFSA and the wider region; and
- a reduction in the future dependence of the DFSA on expatriate hirings

within a framework that ensures the continued credibility and reputation of the DFSA as a world-class regulator.

The DFSA launched its prestigious Tomorrow's Regulatory Leaders (TRL) Programme in 2006, having recognised the opportunity to make an important contribution towards the UAE's Emiratisation initiative. The DFSA is investing in developing young Emiratis to become leaders in the financial sector, specifically in the area of financial regulation.

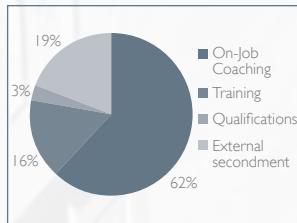
The TRL Programme, with its unique blend of formal training and work experience aims to deliver sustainable and enduring benefits to Emiratis, by providing not just a job, but by equipping them for long-term career advancement and future leadership. The Programme aims to develop competence and confidence; and encourage a belief that hard work will contribute to the well-being of their country.

## Programme Structure

The TRL Programme offers structured individual and intensive academic and practical training over a two-year period, followed

by long term employment opportunities. It features:

- On-job coaching during rotations by experienced DFSA professionals. The assigned personal coaches are responsible for helping graduates gain the practical knowledge and skills needed to succeed.
- Specific and demanding professional technical and leadership training inputs from experienced DFSA professionals and specialist trainers.
- Completion of an industry specific qualification.



TRL Programme Structure

## Recruitment

The DFSA annually recruits a number of top-quality Emirati graduates for entry into its prestigious TRL Programme,

starting in September. Our aim is to recruit, develop and manage highperforming graduate talent.

Graduates will have an excellent range of developmental and training opportunities, so as to enhance their career. Upon completion of the TRL Programme, graduates will have:

- developed and applied a breadth of technical skills and knowledge covering all aspects of DFSA duties;
- developed their people management skills;
- gained valuable experience in an internationally focused, competitive environment;
- gained industry specific (UK-based) qualifications.

## What our TRL Associates say...

"I have been guided and supported to undergo further education and examinations in relation to Finance and Regulation, all of which I found to be practically useful and applicable to my role as a regulator."

*(Eisa Al Amri)*

"Being seconded to NASDAQ Dubai was a great experience that added to my career development. It was an excellent opportunity to acquire new skills and knowledge that can be transferred and put in practice once returning back to DFSA. It was good to see the other side of the coin and how the stock exchange operates. I believe that being exposed to the market's daily activities broadened my outlook on how stock exchanges should be regulated."

*(Noora Al Redha)*

"I had good coaching relationships with all the coaches who I came across during my rotations so far in the DFSA. They are great because they fully involve you in their responsibilities and tasks. They also give you part of their work to be responsible for. They are always there to assist you and provide you with more knowledge from their experience"

*(Maitha Al Marzouqi)*

"Working for the DFSA in the middle of the DIFC environment with lots of financial institutions around you is a very exciting experience."

*(Mohammad Janahi)*

"The DFSA is empowered by a team of experienced regulators who have worked in internationally recognised regulatory bodies and major financial institutions - they have a pool of vast and diversified knowledge and skills. Being part of this environment has been rewarding and beneficial to my learning and development."

*(Ali Baalawi)*

## Our Requirements

Successful graduates will possess:

- education to university level (Bachelor's degree) in any discipline;
- background knowledge of or interest in Finance and Markets Regulation;
- a very high standard of spoken and written English – this is essential as the work involves reading, writing and speaking English on highly technical matters and fluent Arabic is an advantage;
- an acceptable standard of numeracy;
- willingness and enthusiasm to commit to the TRL Programme requirements.

Graduates will possess excellent research skills showing good powers of analysis and attention to detail, yet at the same time they must be practical and creative in solving complex problems. Most importantly, graduates will want to contribute to the long-term development of the UAE's financial services sector. They will be self-motivated, learning- and work-focused, and highly achievement-oriented.

## Our Offer

The DFSA will train graduates in international regulation and sponsor them to obtain a world-class professional education. The DFSA also offers successful applicants a very attractive salary, 30 working days' leave and pension benefits.

Graduates who successfully finish the 2 year TRL Programme will be offered the opportunity to build a long-term career with the DFSA.

## Application Procedure

Candidates should apply via the DFSA website [www.dfsa.ae](http://www.dfsa.ae). Applications should include a detailed CV. Candidates who meet the initial selection criteria will be invited to attend an initial interview at the DFSA. They will also be asked to sit ability, aptitude and English skills tests.