

# PASCAL AMRAM

Compliance & Market Surveillance Expert

31 years' experience | 20 years at BNP Paribas | Director | EMEA coverage

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## PROFILE

Senior compliance professional with 31 years in investment banking, including 20 years at BNP Paribas. Deep expertise in market abuse surveillance (MAD/MAR, MiFID II), regulatory risk management, and EMEA-wide communications monitoring (eComs and voice). Strong track record leading cross-functional compliance teams, managing regulatory investigations, and driving surveillance infrastructure improvements across multiple jurisdictions. Dual background in financial systems and regulatory compliance, **bridging operational and technical perspectives**.

## PROFESSIONAL EXPERIENCE

**BNP Paribas** | Head of EMEA Compliance Communications Surveillance (Director)

2018 – 2026

*Market Abuse Surveillance — eComs & Voice*

- Led EMEA team surveillance of electronic and voice communications for **market abuse** and **MNPI** risks, covering all investment banking business lines across multiple jurisdictions
- Built and managed a specialist compliance surveillance team (<5+5), overseeing staff development and consistency of monitoring practices across the EMEA footprint
- Served on the compliance **Permanent Challenge Committee**: reviewed and approved all changes to the global surveillance infrastructure, reducing time-to-production for critical system updates
- Conducted complex regulatory investigations resulting in **STOR** filings with competent authorities; primary point of contact for regulators, Legal, and Internal Audit
- Established a **KPI and MI reporting** framework enabling senior management to monitor surveillance risk in real time and support escalation decisions with objective data
- Identified and rolled out process enhancements to the detection framework, reducing false positives and broadening coverage of high-risk alert scenarios

**BNP Paribas** | Compliance Officer

2015 – 2018

*Market Abuse Surveillance & Regulatory Relations*

- Conducted trading surveillance for market abuse across equities derivatives, Fixed Income, and ALMT-Treasury (proprietary and client books); filed **STOR** reports under the **MAD/MAR** regime, contributing directly to the firm's regulatory compliance posture
- Managed regulatory and exchange investigations, coordinating internal responses within tight deadlines
- Administered market access rights for BNP Paribas Arbitrage and BNP SA, ensuring trader authorisations met central counterparty requirements
- Contributed to **algorithmic trading** governance (BNPA and BNPSA), embedding MiFID II requirements from the design phase
- Strengthened detection tooling by developing new alert scenarios aligned with the evolving **MAD II** and **MiFID II** regulatory frameworks

**BNP Paribas Arbitrage** | Project Manager / Market Access

2006 – 2015

- Delivered multiple cross-functional projects across trading systems, financial flows, and market infrastructure, coordinating support, development, and infrastructure teams
- Managed the **RFA/RMDS migration**, overseeing validation, UAT, and quality control phases with no service interruption
- Standardised cross-team workflows through **Lean** methodology, cutting processing times and improving traceability
- Produced functional and technical analyses of market structure developments, used as the basis for budget planning and IT roadmap decisions

**SysEdge / Braintec** — seconded to Exane | Project Manager / Business Analyst

2000 – 2005

- Guided Exane through full **MiFID I** compliance delivery, from requirements definition through to system implementation, meeting all regulatory deadlines

- Represented Exane on Euronext technical committees during major architecture changes (LiffeConnect rollout, MATIF/MONEP migration to LIFFE), ensuring trading systems adapted ahead of go-live
- Translated requirements from market-making and derivatives sales desks into structured functional and technical specifications, accelerating project delivery cycles

**SysEdge** | *Co-founder & Partner*

**2000 – 2003**

Co-founded a financial systems integration firm within the Braintec group, securing an anchor engagement at Exane from inception.

**Merrill Lynch** | *Project Manager — Front / Back Office*

**1997 – 2000**

- Managed an international cross-functional team of **6** on the Euro and Y2K programmes, delivered on time across a multi-system, multi-country scope
- Designed and deployed end-to-end connectivity solutions spanning the full trade and clearing chain (Paribas, Sicovam, Merrill Lynch Europe mainframes), eliminating manual breaks in processing flows
- Built a **STP Front-to-Back system**, reducing post-trade manual intervention and improving clearing reliability
- Developed an automated trading system for European bond indices operating in real time across Paris, New York, and the SBF, increasing desk execution capacity

**Braintec** | *Network Engineer*

**1995 – 1997**

Deployed and administered network infrastructure for institutional clients; conducted migration and interconnection studies, improving system availability and reducing operational costs.

**SKILLS**

|                                    |  |
|------------------------------------|--|
| <b>Compliance &amp; Regulatory</b> | MAD/MAR, MiFID II, eComs & voice surveillance, STOR, MNPI, regulatory risk management          |
| <b>Financial Markets</b>           | Equity derivatives, Fixed Income, Commodities, MTF, STP Front-to-Back platforms, market access |
| <b>Tools</b>                       | Actimize, Bloomberg, Reuters, Fidessa, GLTRADE, Datastream, market reference data systems      |
| <b>Project Management</b>          | Lean, ITIL, project portfolio management, functional and technical specifications              |
| <b>Technical</b>                   | Oracle, MySQL, Shell scripting (Bash, Perl, PHP), Excel/VBA macros, HTML. Linux systems        |

**EDUCATION & TRAINING**

|             |   |
|-------------|---|
| <b>2016</b> | AMF Training — Market Abuse and Financial Market Integrity (non-certifying) |
| <b>2003</b> | GL Core Certification   |
| <b>1994</b> | Engineering Degree — Computer Science & Networks, EPSI                      |
| <b>1991</b> | Higher National Diploma — Business IT, EPSI                                 |

**LANGUAGES & INTERESTS**

|                  |   |
|------------------|---|
| <b>Languages</b> | French (native)   English (full professional proficiency — EMEA working environment)                      |
| <b>Interests</b> | Private pilot licence (PPL)   Professional studio photography   Former VP, student enterprise association |