

## >>> My life at the Authority...

# Trish Cain: Manager - HR

### >>> *What are your main duties?*

The human resources team develops policies, standards and systems to support the Authority and attract, retain and develop its staff.

### >>> *What are the most important qualities you need in your role?*

Essential qualities for my role are discretion, adaptability, empathy and a good working knowledge of essential HR practices.

### >>> *How would you describe the workplace culture?*

The culture centres around our three core values of integrity, respect and excellence. Staff are encouraged to develop and are provided with appropriate opportunities, where possible, whether that be through training and gaining professional qualifications, getting involved in cross divisional project work or promotion opportunities. The Authority has an inclusive culture and recognises that its success depends upon the performance of its staff. The

Authority operates with an open door policy allowing staff to tap into professional and technical knowledge of others.

### >>> *What do you enjoy most about working for the Authority?*

I started my career at the Authority working as the receptionist many years ago. I was given an opportunity to work in HR and went on to study and gain my professional HR qualifications. I feel privileged that what I do plays a small part in making a positive difference to the Isle of Man and I enjoy the variety of my work.

### >>> *What advice would you give to someone who wants to work for the Authority?*

I would say keep an open mind to working for the regulator, it can give you a great grounding in financial regulation, compliance, risk, AML and other diverse business areas. Your longer term career prospects in the finance sector can be really enhanced from this experience. Give it a go!



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