

Georgina started her professional life as a researcher in a major accountancy firm before moving on to become an investment analyst for an institutional client stockbroker and then a major investment bank.

Her regulatory career started in 1992 and she worked her way up to FCA Executive Director of Enforcement and Market Oversight, then FCA COO for five years, and finally she was the FCA's Senior Adviser for Regulatory DEI, leaving the regulator last year after a 30 year career. She is a Fellow of the Chartered Institute for Securities and Investments.

Some of Georgina's significant achievements include:

2021 to 2022 FCA Senior Adviser, Public Sector Equality Duty

- » Selected to join the HMT/City of London Social Mobility Task Force which led to the creation of Progress Together, a new membership body which will improve the progression of those from lower socio-economic backgrounds in financial services. (Awarded Freedom of City of London.)
- » Initiated and drove the new FCA policy on DEI which will introduce new requirements to improve DEI in 60,000 firms to drive better consumer and market outcomes.
- » Popular and respected speaker on DEI matters.
- » Instigated the work of the UK Regulators' Network on the Public Sector Equality Duty and created the UKRN DEI Pledges which all members have now signed (Pledges nominated for Collaboration Network Awards 2022).

2016 to 2021 FCA COO (member of ExCo and standing attendee at Board)

- » Improved the quality of the HR function and the organisation's people policies.
- » Moved the Corporate Responsibility team into Operations: increased size and capability. (FT LGBT Executive Allies Award.)
- » Moved the organisation from a physical data centre to the cloud.
- » Established a new cyber resilience team.
- » Professionalised the procurement function to improve compliance and save money.
- » Led relocation to and design of purpose built office in Stratford, alongside new ways of working.
- » Launched a multiyear transformation programme to make the FCA more efficient and more data led and created new organisational values to drive behaviour.
- » Designed new leadership training with Oxford Said Business School.
- » Responsible for operational resilience, business continuity and crisis management: led the operational response to the pandemic.
- » Initiated improvements to Executive and Board governance (more strategic agendas, better MI, more effective engagement).
- » Chaired Executive Diversity Committee and Executive Operations Committee.

2015 Acting Executive Director of Enforcement and Market Oversight

- » Restructured Division to deliver concrete benefits and promote value for money.
- » Introduced settlement and mediation as enforcement tools.
- » Increased case numbers and financial penalties, including against senior individuals.
- » Chaired IOSCO's Enforcement Committee and Steering Group for 8 years, including producing Credible Deterrence Report and Enhanced MMoU for international cooperation. (International Financial Law Review award for Outstanding Regulatory Contribution in Europe.)