


Cecilia Nasarre

RISK & COMPLIANCE

CONTACT

 Hamburg, Germany

PUBLICATIONS & ACHIEVEMENTS

A “transnational judge” with a duty to report corruption

Transnational Dispute Management
Journal, TDM 3
May 2013

*Anti-corruption legislations in
Asia-Pacific: disparate extraterritorial
measures*

Transnational Dispute Management
Journal, Special issue, TDM 1
January 2015

*The fear factor: how to encourage
employees to speak up*

European Compliance & Ethics
Conference, ECEC
October 2022
Ecec-community.com

Panel discussions:

EPIC, September 2023
ECEC, October 2023
ECEC, October 2024

PROFESSIONAL SUMMARY

Global compliance and risk leader with 10+ years of international experience across fintech, mobility, and banking. Proven track record of building compliance functions from the ground up, leading cross-border teams of up to 12, and implementing governance frameworks that ensured PCI DSS, ISO, and regulatory compliance worldwide. Skilled in financial crime risk modeling, data-driven investigations, and fostering a speak-up culture.

WORK EXPERIENCE

Senior Financial Crimes Expert

Jan. 2024 – Currently

Thetaray (Hamburg/Madrid)

- Designed and implemented customer-centric risk models (AI based) integrating regulatory requirements with financial crime risks, for transaction monitoring and Customer risk assessment.
- Reviewed analysis results, identified trends using cognitive AI, and enhanced investigative processes.
- Trained analysts to strengthen investigative casework.
- Supported sales through pre-sales meetings, marketing events, and proof of concepts.

VP Compliance

Oct. 2021 – Dec. 2023

TIER Mobility (Hamburg/Berlin, Germany)

- Built and scaled the Compliance function; implemented a Group-wide Governance, Risk & Compliance (GRC) framework.
- Led a team of 12, ensuring compliance with PCI DSS, ISO standards, and the Occupational Safety & Health Act.
- Owned Enterprise Risk Management and compliance risk processes.
- Developed the internal control framework and created company-wide compliance processes (KYC, third-party due diligence, whistleblowing).
- Oversaw all internal investigations and audits.
- Led multiple workstreams to mitigate risks, close compliance gaps, and enhance efficiency.

Director of Compliance & Risk

March 2019 – Oct. 2021

Intelligent Apps / FREE NOW (Hamburg, Germany)

- Established the Compliance function and framework across Europe and LATAM.
- Ensured regulatory compliance, responded to compliance queries, and delivered employee training.
- Conducted internal investigations and audits.
- Standardized compliance-related activities, improving efficiency and risk mitigation.
- Led cross-functional projects engaging senior management.

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RISK & COMPLIANCE

LEADERSHIP

Team management
Cross-functional collaboration
Training & development
Artificial intelligence

LANGUAGES

French (native)
English (mother tongue)
German (A2)
Spanish (A2)

TECHNICAL SKILLS

Microsoft Office
Google Suite
Legal databases
Active Risk Manager, FFF, OWS
Lexisnexis
Got Ethics
EQS
Thetaray

INTERESTS

Sports (hybrid athlete)
Literature
Travel
Hiking

WORK EXPERIENCE CONTINUED

Risk & Compliance Manager / Internal DPO Oct. 2017 – Feb. 2019
Raisin DS (ex Deposit Solutions) (Hamburg, Germany)

- Implemented Data Protection and Compliance frameworks.
- Oversaw risk management and regulatory compliance.
- Delivered compliance and data protection training across the company.
- Managed KYC and customer screening processes.
- Led projects to implement new compliance and data protection systems.

Fin. Crime (AML) Risk Assurance Ass. Manager Nov. 2015 – Oct. 2017
HSBC (London, UK)

- Conducted reviews of financial crime controls across HSBC Europe business lines, covering but not limited to KYC, screening, transaction monitoring..
- Trained staff on new IT-based Management System tools.
- Managed and developed local teams to strengthen AML and risk compliance.
- Supported senior management by preparing and enhancing periodic risk reports.

Assistant Compliance Officer Aug. 2015 – Nov. 2015
DVB Bank (London, UK)

Compliance intern Feb. 2015 – July 2015
Airbus (Toulouse, France)

Legal Intern (Management & Development) Jan. 2014 – July 2014
TOTAL S.A. (Paris, France)

Research and teaching assistant Jan. 2012 – June 2013
McGill University (Montreal, Canada)

Intern (Corporate/Litigation/Finance) Summers 2010/2011/2013
Clifford Chance (London, UK & Paris, France)

EDUCATION

Masters 2 Law & Economics (Finance) 2013 – 2014
University Paris 2 Assas Pantheon, Paris, France

LL.M. International Commercial Law (Fin. crime) 2011 – 2012
McGill University, Montreal, Canada

Bachelor of Law & French Masters in Business law 2007 – 2011
Sheffield Hallam University, Sheffield, UK / UPEC, Paris, France

French Baccalaureate, International Option 2004 – 2007
Lycee International Victor Hugo, Colomiers, France