

Joseph Elias

Principal Consultant — Enterprise Data & Risk Strategy. AML/BSA Officer. Fair Lending Officer. Fourteen years building regulatory programs across mortgage and fintech, with direct federal liaison experience across the Federal Reserve, OCC and FDIC.

14+ Years • AML/BSA Officer • Fair Lending Officer • Fed · OCC · FDIC Liaison • COSO ERM
• 13 Certifications

14+	13	97 %	53 %	68 %	5
Years in Financial Services	Active Certifications	OFAC Review Time Cut	Audit Pass Rate Lift	Avg Cost Reduction	Major Institutions

The Brief

A practitioner of regulatory craft — *equal parts engineer, examiner and operator.*

Joseph Elias is a Principal Consultant in Enterprise Data & Risk Strategy and a sitting AML/BSA and Fair Lending Officer.

His career spans mortgage and fintech across five major U.S. financial institutions, including direct stewardship of federal examinations with the Federal Reserve, the OCC and the FDIC, alongside multi-state regulatory expansions and RFI responsiveness. He builds risk and compliance programs the way the best engineers build production systems — measured, auditable and deeply data-native.

Across his portfolio, Joseph has authored COSO-aligned ERM frameworks, deployed enterprise GRC platforms, engineered fair lending regression and steering analytics, and sat on AI / Data Governance committees defining ethical AI guardrails for production lending. The result is a record of measurable, repeatable outcomes: a 97% reduction in OFAC manual review time, 68% reduction in compliance costs, and 53% improvement in audit pass rates.

He partners with C-suites and boards that want their compliance function to behave like a strategic asset — not a cost center.

Experience

Fourteen years — *from portfolio analyst to principal consultant.*

Jan 2026 — Present Principal Consultant Remote

Compliant Mortgage Solutions

Principal Consultant — Enterprise Data & Risk Strategy

- Directly managed enterprise-wide regulatory engagement strategies, serving as the primary liaison for federal examinations with the **Federal Reserve, OCC, and FDIC.**
- Developed and executed comprehensive advocacy strategies to influence legislative policy and federal rulemaking, ensuring alignment with long-term business interests and regulatory innovation.
- Built end-to-end risk management programs using AI-driven analytics, improving risk decision accuracy by **40%** and aligning controls with international data-privacy standards (**GDPR, CCPA**).
- Led the development of advanced GRC and analytics ecosystems, achieving **53% faster reporting** and enhanced data visibility for executive decision-making on average.
- Directed operational transformation and the development of scalable data platforms to support enterprise-wide AI-driven decision-making, resulting in a **61% reduction in manual tasks.**
- Implemented Enterprise Risk Management (ERM) frameworks integrating data-driven KRI monitoring, resulting in a **25% improvement in risk mitigation results.**
- Developed quantitative risk-assessment models to evaluate the impact of emerging regulatory changes and macroeconomic shifts on mortgage operations and data-privacy standards.
- Led cross-functional risk workshops to align data governance with corporate risk appetite, ensuring **100% adherence** to internal and external compliance benchmarks.
- Designed a centralized risk dashboard that consolidated disparate sources into a **single source of truth** used in C-suite and Board risk reporting.
- Conducted Third-Party Risk Management (TPRM) / Vendor Management assessments for enterprise clients, identifying and mitigating critical security gaps to reduce overall operational risk by **25%**.

Finance of America

VP, Compliance · AML/BSA Officer · Fair Lending Officer

- Designated **AML/BSA and Fair Lending Officer**; led Compliance across Fraud Investigations, Consumer Complaints, and Regulatory Reporting; served on the Fair Lending and AI/Data Governance Committees.
- Primary subject matter expert and accountable officer during **federal and state regulatory examinations** (AML/BSA, Fair Lending, Consumer Complaints, Issues Management); coordinated responses to regulatory inquiries and managed audit readiness and remediation plans.
- Rebuilt AML/BSA and Fair Lending programs: automated OFAC screening to cut manual review time by **97%** and implemented a **COSO ERM-aligned** risk-assessment process meeting regulator expectations.
- Shifted Compliance Testing to a risk-based unit; revamped testing scripts and leveraged statistical sampling, **increasing testing coverage by 18%** and improving operational efficiency.
- Partnered with Operations to resolve systemic escalations and design scalable operating models that improved cross-functional delivery.
- Developed Regulatory Reporting database to ensure data consistency, **reducing FTE hours by 17%** and identifying root causes of LOS and process issues affecting HMDA and MCR.
- Established formula-based semi-automated Risk Assessments; developed data structures for Fair Lending Regression Analysis.
- Participated in the AI Task Force to develop enterprise AI strategy and governance frameworks, including ethical AI protocols.
- Implemented scalable data platform and governance frameworks, **reducing data inconsistencies by 24%** and increasing retrieval speeds by **21%**.

May 2023 — Jan 2025 Strategic Consultant Remote

Compliant Mortgage Solutions

Strategic Consultant — Compliance & Operational Risk

- Provided strategic consulting in enterprise risk, IT risk, and governance using the **COSO ERM framework**, driving strategic data and compliance initiatives for mortgage lenders.
- Led fair lending programs and regulatory filings (NMLS, MCR, HMDA), achieving a **29% improvement** in compliance outcomes through advanced regression and steering analyses.
- Designed controls to address operational gaps, reducing compliance failures by **63%**.
- Developed advanced analytics and GRC systems that improved risk visibility and accelerated regulatory reporting efficiency by **42%**.
- Built statistical sampling methodologies for QC and implemented comprehensive TPRM / Vendor Management programs.

Key Achievements

48% reduction in operational risk exposure via predictive analytics **53%** improvement in audit pass rates **68%** reduction in compliance costs via GRC platform deployment

Sep 2017 — Apr 2023 Director, Governance & Reporting Irvine, CA

American Advisors Group (AAG)

Director of Governance & Reporting (Risk & Compliance)

- Directed full-lifecycle development of an **Enterprise Data Mart and AI-driven GRC framework**, providing real-time KPIs/KRIs that reduced operational overhead by **47%**.
- Led a **22-person Risk & Compliance organization (8 managers)** across Risk Governance, Regulatory Reporting, Mortgage Licensing, TPRM/Vendor Management, and Corporate Policy.
- Chaired the Operations Risk and Technology Committee; provided strategic counsel to the C-suite on legislative policy impacts.
- Directed **BCP and Disaster Recovery** strategies, ensuring operational resilience and regulatory alignment.
- Co-led simulation exercises with the CISO to validate operational readiness and identify BCP/DR improvements.
- Led development of AI-driven RPA solutions and automated LOS review processes, increasing operational efficiency by **28%**.
- Directed IT Risk/Cybersecurity frameworks aligned with **COSO ERM**, reducing risk issues by **19%**.
- Architected scalable operational models and delivery frameworks to close organizational gaps, ensuring risk controls aligned with enterprise ROI objectives.
- Championed data democratization through self-serve reporting, automated dashboards, and curated data extracts.

Key Achievements

36% reduction in issue resolution time **72%** savings in compliance costs via GRC systems **53%** mitigation of vendor-related risks via TPRM

Compliant Mortgage Solutions

Strategic Consultant — Compliance & Operational Risk

- Delivered enterprise-wide risk and compliance strategies for **7 mortgage lenders**, focusing on regulatory data alignment and governance frameworks.
- Directed database development and statistical modeling, achieving a **28% reduction in operational gaps**.
- Executed regression analyses for fair lending evaluations and redlining reviews.
- Designed scalable operating models and per-diem metric analyses for California-based lenders, achieving a **15% increase in operational efficiency**.

Mar 2014 — Apr 2017 Director, Compliance Initiatives & Analytics Dallas, TX · Sherman Oaks, CA

Prospect Mortgage (Homebridge Financial Services)

Director of Compliance Initiatives & Analytics

- Primary compliance contact; led development of GRC systems, regulatory databases (HMDA, mainframe reconciliation), and social-media monitoring, improving compliance accuracy by **84%**.
- Led strategic analytics that reduced compliance risks by **27%** through cross-functional process improvements and predictive modeling.
- Partnered with the Chief Fair Lending Officer to execute statistical analyses (regression, redlining, steering), achieving a **68% improvement** in audit outcomes.
- Developed an Operational Risk model and updated QC systems using statistical sampling, reducing operational failures by **34%** in the first year.
- Created systematic NMLS reporting approach, reducing filing errors by **39%**.
- Designed compliance tools driving a **42% increase** in departmental efficiency.
- Embedded predictive models into core products, driving a **20% increase** in engagement and revenue.
- Trained a team of 5 analysts in advanced programming; led monthly analytics workshops.
- Collaborated on Azure-based modern data architecture supporting AI/ML integration.

Key Achievements

67% reduction in HMDA processing time 32% reduction in compliance costs 68% improvement in audit outcomes

Apr 2011 — Mar 2014 Senior Analyst, Portfolio & Risk Analytics Dallas, TX

Vericrest Financial (Caliber Home Loans)

Senior Analyst, Portfolio & Risk Analytics

- Senior member of the Portfolio Risk and Analytics team; oversaw production and maintenance of **93 monthly reports** and risk models for compliance and asset management.
- Quantified risk metrics and recommended workflow changes that improved operational efficiency by **26%** across multiple business units.
- Developed key data structures for the ASPECT dialer system, investor reporting (S&P, Moody's), and standardized regulatory metrics.
- Built the Portfolio Risk monthly reporting package serving **13 executive team members**.
- Directed compliance reporting and supported state mortgage licensing efforts.

Key Achievements

26% efficiency improvement via streamlined reporting 71% reduction in reporting errors 49% cost savings from portfolio risk insights

Education

Foundations — *in engineering and information systems.*

2007 — 2009

Miami, FL

Florida International University

Management Information Systems & Engineering

Coursework in Engineering & Management Information Systems

Expertise

A working vocabulary — *across regulation, risk, data and the systems that bind them.*

Regulatory & Compliance: AML/BSA · OFAC · Fair Lending (ECOA Reg B) · UDAAP · HMDA (Reg C) · RESPA · TILA · TRID · GLBA · CCPA · TCPA · SAFE Act · MAPS Reg N · NYDFS 23 NYCRR Part 500 · Digital Assets · Cross-Border Compliance

Risk & Governance: Enterprise Risk Management · COSO ERM · BASEL · Interest Rate Risk · TPRM / Vendor Management · BCP / DR · Cybersecurity · NIST · ISO 27001 · Issues Management · Regulatory Reporting (HMDA, NMLS, MCR)

Data & AI: Enterprise Data Governance · Data Lineage · Data Privacy · AI / ML Lifecycle · Predictive Modeling · Quantitative Risk Analytics · ETL · Modern Data Architecture (Azure, AWS) · Python

Tools & Platforms: Power BI · Tableau · T-SQL · SQL Server (SSMS, SSIS, SSRS) · RStudio · Visual Studio · Salesforce · HubSpot · Zoho · RSA Archer · ProcessUnity · Venminder · VendorRisk · Everbridge · Encompass 360 · Mortgage Cadence · Empower · ACES · CogentQC

Leadership: Regulatory Liaison & Advocacy · Supervisory Engagement · Board & C-suite Reporting · Building & Scaling Teams · Operating Model Design · Digital Transformation

Credentials · 13 Active

Thirteen certifications spanning *risk, compliance, privacy, data and ethics.*

GRCP GRC Professional Certification	CGEIT Certified in the Governance of Enterprise IT	CRVPM III Certified Regulatory Vendor Program Manager	CRISC Certified in Risk and Information Systems Control	CISM Certified Information Security Manager
CBE Certified Blockchain Expert	MCSE BI MCSE Business Intelligence	EMCDSA EMC Data Science Associate	FMVA Financial Modeling & Valuation Analyst	Six Sigma Green Belt Certification
LPEC Leadership Professional in Ethics & Compliance	CCP Certified Compliance Professional	CIPP Certified Information Privacy Professional		