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OPPORTUNITY PROFILE

Chief Executive Officer



Location: Regina, SK

About Conexus

Conexus is an innovative credit union committed to improving the financial well-being of members and communities. They do this by creating simple, personal, and empowering experiences for members that are transformational, not just transactional.

Headquartered in Regina, SK (see last page for more about Regina) and ranking in the Top 10 largest credit unions across Canada (30 branches, 900 employees), Conexus managed **\$9.36 billion in total funds** in 2021 and delivered personalized banking services to over 133,000 individuals, small and medium-sized commercial and agriculture business members. Conexus has been connected to communities in the province for the last 80+ years and profits are returned to members through rates, no-fee accounts, community investment and more.



In addition to this, in 2021 alone, Conexus re-invested over \$1.9 million back into Saskatchewan communities through its Community Investment Program. **Over the last five years, this re-investment totals more than \$9.5 million.** Conexus also provides free financial literacy programs and offers free banking services to its community partners, all making an impact towards Saskatchewan's economic prosperity.

Conexus is no stranger to innovation.

For example, in 2019, Conexus launched Canada's first **credit union-led tech incubator**, Cultivator to reduce the barriers founders were facing, and create a hub to accelerate the growth of start-ups in Saskatchewan. Since launching, Cultivator has incubated over 80 tech companies through its START, GROW, SCALE and Agtech (BETA) programming, Cultivator companies have generated over \$14 million in revenue and created over 300 jobs. Conexus has gone "all in" on financial well-being of its members. Financial well-being is measured by a proprietary **Financial Health Indicator (FHI)** that looks at nine specific drivers. These are just two of many areas in which Conexus is a leader within the credit union system.



Conexus is committed to building **a diverse and inclusive team**, reflecting the diversity of its membership, and striving to ensure equity within the organization on the basis of abilities and challenges, age, ethnicity, indigeneity, gender and sexuality, geography (rural, urban, north, south), and personal life experiences.

Visit [Conexus.ca](https://conexus.ca) for more information

The Opportunity

Reporting to the Board of Directors, the CEO provides vision, leadership and direction to the credit union and its subsidiary companies toward delivering on Conexus' purpose - to improve the financial well-being of our members and communities. The CEO has overall management responsibility for all operations, policy development and implementation, compliance, and strategic and business planning. The CEO is responsible for performance and integration of all aspects of the business within the boundaries of sound business practices as designed by the regulators and champions a corporate culture defined by the corporate values:



Be Authentic – We create open and trusting relationships through communication, empathy, and deep respect for all people inside and outside Conexus.



Be Bold & Creative – We act with courage, curiosity and are willing to challenge the status quo to create new ways to grow our credit union, members, communities, and each other.



Be Responsible – We're accountable for our actions and are good stewards of our members' resources. As stewards, we're careful and responsible managers of what has been entrusted to our care.

The CEO will provide visionary leadership and direction to the credit union in developing, planning, and implementing corporate goals and objectives, long-term future plans and annual operational plans. Focusing both inward and outward, they will provide leadership in development of future-focused products, services and initiatives and will build relationships within the national credit union system that further the strategy and success of Conexus.

The CEO will attract, coach, develop, retain, and motivate a strong, high-performing executive leadership team. They will model and facilitate a sales and service delivery culture that reflects trends and meets the current and future needs of members. Within the organization, they will promote an environment of trust and respect between and among staff, management, members, board and community. As an ambassador of Conexus, the CEO will represent the credit union with members, within the community, within the Saskatchewan and National credit union systems, and with government and regulatory entities.

Reporting to the CEO are:

Chief Transformation Officer	Chief Banking Officer
Chief Payments Officer	Chief Digital Officer
Chief Risk/Compliance Officer	Chief Advice Officer
Chief Employee Experience Officer	Chief Financial Officer
Manager, Enterprise Initiatives	

CEO Skills & Competencies:

Strategy Delivery	<ul style="list-style-type: none"> • Executes on Conexus' strategy and vision • Makes timely & bold moves to set Conexus on the path to our Aspired Future • Capitalizes on and actions opportunities • Keeps Conexus members at the forefront of strategic decision making • Incorporates Co-operative Principles into strategic initiatives
Board Engagement	<ul style="list-style-type: none"> • Engages and involves Board in strategy discussions • Builds and facilitates management / Board relationships
External Engagement	<ul style="list-style-type: none"> • Maintains Conexus as a leader in the Credit Union system • Pursues effective collaboration in the Credit Union system through partnerships and relationships • Community builder
Team & Talent Management	<ul style="list-style-type: none"> • Inspires the leadership team • Creates space for leadership to execute • Attracts, retains, and develops talent
Working Norms	<ul style="list-style-type: none"> • Sets aside biases and personal agendas (can do what's best for Conexus and the system). • Prepared to make tough decisions • Evidence-based decision making
Organizational Alignment	<ul style="list-style-type: none"> • Clearly defines, communicates, and energizes Conexus around the future • Seeks organizational efficiencies • Prioritizes projects
Expertise & Competence	<ul style="list-style-type: none"> • Understands the core business • Spearheads and moves towards a more digital Conexus



Experience & Education Requirements

- Demonstrated ability to drive growth and transformation through visionary leadership
- 5-10 years minimum of executive experience leading an innovative and high-performing organization
- Strong technology orientation, with a focus on digital solutions and data analytics to drive business operations
- Exceptional commitment to member experience
- Passionate about developing people and building a culture of trust and respect
- Knowledge and sound understanding of the credit union system and the financial services sector including an awareness of the Credit Union Act & Regulations
- Understanding of Sound Business Practices and Regulations for Financial Institutions
- Knowledge and sound understanding of Board Governance and Operating Policies
- Demonstrated understanding of financial impact of decision making at the appropriate enterprise level associated with a transformation portfolio
- Knowledge and sound understanding of applicable federal and provincial legislation and regulatory requirements related to the areas of accountability for a transformation portfolio
- An in-depth knowledge and demonstrated expertise in finance and accounting, with particular emphasis on internal control and risk culture for a financial institution
- Graduate post-secondary degree in a relevant field or a relevant combination of experience and post-secondary education (i.e. CPA, MBA)



Compensation

A competitive and attractive executive compensation package will be provided including base salary, incentive pay and excellent benefits. Relocation will be provided if required by the successful candidate. Further details will be discussed in a personal interview.

Express Your Interest

Email a cover letter and tailored resume (PDF or Word document only) to: **Allan Nelson or Shalini Bhatti** at **Calgary@leadersinternational.com** with CEO-Conexus in the subject line of the email.

Leaders embeds EDII (Equity, Diversity, Inclusion, and Indigeneity) principles and best practices into our search processes to become a stronger ally and contribute to positive change. We value diversity in all forms including expertise, talent and opinion, and encourage interest from under-represented groups.

Leaders International Executive Search

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