Opportunity Profile  Vice President, Information Systems
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THE ORGANIZATION  INTERIOR SAVINGS CREDIT UNION

Interior Savings is a locally-based financial institution serving the Interior Region of British Columbia, and is one of the largest credit unions in the province, with total assets exceeding $2 billion. The organization strives to make banking easy for its members by providing channel choices, greater convenience, and expert financial advice that keeps member interests in the forefront, making a positive difference in their lives and protecting their businesses, personal property, and financial capital. Through a network of 21 branches, 16 insurance offices, two specialized Commercial Services Centres in Kamloops and Kelowna, and a Member Service Centre providing expanded service to members throughout the region, Interior Savings offers personal and commercial banking options as well as full range of insurance and management services.

With a focus on profit sharing with members and communities, Interior Savings Credit Union is a values-based institution guided by co-operative principles and dedicated to supporting local economies.

Vision

To be the best in the communities they serve.

Mission

Interior Savings Credit Union is a member-owned credit union dedicated to understanding and meeting the financial and related needs of their members with quality products and services.

They have excellent employees who are committed to developing enduring, mutually beneficial relationships with their members and their communities.

They share the success of their credit union with their members and their communities.
Values

Integrity: Being fair, honest and trustworthy.

Responsibility: Being accountable to members, employees, colleagues, and communities; making good business decisions and conducting operations in a fiscally responsible manner.

Respect: Encouraging openness, mutual respect, and individual development.

Excellence: Striving for excellence in innovative work practices, products, and relationships.

Workplace: Creating a diverse, stimulating, and rewarding workplace environment while celebrating individual, work group, and organizational success.

To learn more, please visit Interior Savings’ website.
THE OPPORTUNITY

This position is responsible for supporting the company’s vision of sales and service excellence by assisting the Senior Vice President with the leadership of a professional operations division that values long-term client relationships, proactively determines and fulfills their needs, and actively achieves organizational objectives.

Key Responsibilities

- Leads the development and execution of the IT strategy, digital transformation and roadmap; ensures its integration with the enterprise’s strategic planning process, and the resulting business strategy and plans;
- Identify, as part of the strategic planning process, short and long-term goals and objectives for the Information Systems department; design, recommend and implement corporate policies and programs to meet those goals; ensure the even flow of communication concerning the organizational plan to all levels within the organization;
- Ensures cost-effective delivery of IT services to meet organizational needs; is able to respond with agility to changing business priorities; uses influencing/negotiation skills to create synergies across the organization and within the business community to enable cost-effective, innovative shared solutions to achieve business goals;
- Monitor performance by reviewing and analyzing administrative reports on a regular basis, implementing corrective action as required.
- Act as advisor to the SVP in all areas of Information Systems; provide updates to the senior executive team on issues, business needs, effectiveness of applications and programs; identify the need for new/revised policies, procedures and systems and make related recommendations.
- Maintains current on new technologies and platforms, and provides direction on emerging technologies to be assimilated, integrated, and introduced within the organization to ensure IT capabilities respond to the needs of the digital business strategy;
• Provides strategic direction in the IT organization’s innovation efforts and in experimenting with new solutions to take advantage of those opportunities in the fulfilment of the digital business strategy;

• Participate in management committees; assist in process of making business changes appropriate to financial climate by contributing to the review and discussion of new developments, including participation in the budgeting process;

• Directs the development of IT sourcing strategy and provides executive oversight for strategic vendor and partner relationship management;

• Leads the establishment and execution of a digital workplace strategy that ensures employees have the tools and work environment to be more engaged, productive, and effective;

• Develop/maintain relationships at all levels within the company in order to collaboratively ensure the successful delivery of objectives;

• Assume responsibility for corporate assets (buildings, equipment) within the region; make recommendations for new purchases in order to support the delivery of services;

• Develops an IT people strategy in conjunction with HR, including:
  ◊ Interview and hire as required
  ◊ Identify opportunities for career development, training, and coaching
  ◊ Maintain an IT workforce with the appropriate mix of business knowledge, technical skills, and competencies
  ◊ Develop performance standards and conduct performance appraisals; identify performance problems and implement corrective plans of action
  ◊ Institute progressive discipline when required, according to corporate policy
  ◊ Create opportunities for employee growth and satisfaction
THE PERSON
The successful candidate should be a strategic IT leader who possesses well-rounded and deep subject matter expertise, combined with a proven track record of implementing IT best practices in a fast-paced and dynamic environment. Possessing a collaborative leadership style and refined interpersonal skills, the VP is a seasoned leader who is experienced with the complexities and nuances of leading IT in a financial services context. The VP should also be resilient, decisive, and possess sufficient business acumen and strategic thinking capabilities to guide staff through challenging IT and security initiatives.

Required Qualifications, Education, and Experience
- Bachelors or Master’s degree in Computer Science, Information Systems, or Business Administration; or an equivalent combination of education and experience;
- 15+ years of experience in Information Systems; seven to nine years of job-related experience in a senior management role within an information systems or high tech industry;
- Excellent understanding of computer hardware and networking environments;
- Demonstrated experience in IT strategic planning, organization design and development;
- Extensive knowledge of all relevant legislation;
- Exceptional leadership skills with the ability to develop and communicate an IT vision that inspires and motivates staff and aligns to the business strategy;
- Ability to instil confidence in the business and demonstrate the business value of IT;
- Excellent analytical, strategic conceptual thinking, strategic planning and execution skills;
- Deep understanding of current and emerging technologies and how other enterprises are employing them to drive digital business and how they may be applied to the organization;
- Excellent verbal and written communication skills, including the ability to explain digital concepts and technologies to business leaders, and business concepts to the IT team.
**Competencies and Personal Characteristics**

**Leadership** - Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

**Accountable** – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

**Strategic** – Develops/implements a plan in support of organizational strategic direction. Demonstrates an understanding of the link between job responsibilities and overall organizational goals and needs, and performs one's job with the broader goals in mind.

**Integrity and Honesty** – Demonstrates a resolute commitment to and respect for the rules and core values of the organization, setting an example of professionalism and ethical propriety.

**Creativity and Innovation** – Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new, cutting edge programs/processes.

**Effective Working Relationships** – Treats colleagues, staff, and customers with respect; resolves conflicts respectfully, in a timely manner; negotiates effectively; provides effective feedback to colleagues/employees.

**Influential and Collaborative** – Has an honest, open, consistent approach to working with others; possesses strong relationship and interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

**Communication** – Clearly presents written and verbal information and writes with clarity and purpose; communicates effectively in both positive as well as negative circumstances; listens well.

**People Development** – Fosters long-term learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally recognizes deserving staff and colleagues.

**Customer-Focused** – Anticipates, responds, and attends to the needs of colleagues and customers, and other internal and external stakeholders of the organization; keeps customer interests in the forefront.
COMPENSATION
A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

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