

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



Opportunity Profile
Director, Enterprise Strategy

Vancity

About Vancity

<https://www.vancity.com/>

Vancity is Canada's largest community credit union, a financial co-operative that operates within the territories of the Coast Salish and Kwakwaka'wakw people. Vancity is a member-owned, community-based, full-service financial institution with more than 50 branches in Metro Vancouver, the Fraser Valley, Victoria, Squamish, and Alert Bay. Founded in 1946 by fourteen motivated change-makers who felt underserved by traditional banks that wouldn't lend East of Cambie, Vancity is a place where the people who bank here also own the place. As a financial co-operative, Vancity exists for the sole benefit of members and their communities and, as a result, Vancity acts in their best interest. This often means taking risks and breaking norms. Vancity has a relentless commitment to the values that have helped challenge the status quo and break down barriers since day one in 1946. They have bold commitments to make Vancity net-zero by 2040 across all mortgages and loans and are pursuing strategies on Indigenous banking and to improve the financial resilience of their members.

With a team of 2,700 diverse individuals, Vancity develops products that make choosing a sustainable lifestyle easier, breaking down barriers and changing the status quo to allow change to happen in areas like affordable housing and financial inclusion. Every year 30% of Vancity's profit goes back to members and to initiatives that create long-term gains in things like climate change, reconciliation, and financial literacy. This Shared Success profit-sharing program is just one part of the multi-million-dollar impact that Vancity members make together. Vancity is the largest private sector Living Wage Employer in Canada and has been consistently recognized as one of the Top Employers in Canada.

Our vision: a transformed economy that protects the earth and guarantees equity for all.

550K
members

From championing local business to tackling climate change, be at the heart of the community and join the movement to make change possible.

2,400+
team members

We're the largest credit union in Canada but internally, we're a small community. No matter your role, connect with teams across the organization and forward your career in a role you can feel proud of.

75
years of action

Together with our community partners locally and around the globe, be a key part of forward-thinking products, services, and initiatives that tackle climate change, address social injustices, and make real change.



The Role: Director, Enterprise Strategy

Reporting to the VP Strategy, Innovation, and CEO's Office, the **Director, Enterprise Strategy** leads the development of the enterprise strategy and business plan each year, working closely with key leadership across the organization. Once the strategy and plan are approved by the Board of Directors, this role takes the lead on monitoring and tracking progress against the enterprise plan for the audience of ELT and the Board. The role is also responsible for Vancity's Mergers and Acquisitions, alongside a portfolio of Innovation.

Leading a small but mighty team of 2 (a Manager and an Analyst), the Director, Enterprise Strategy will advance the strategic thinking and position of the organization through insights, research, and communications, strengthening Vancity's competitive position across the industry. They will synthesize ELT and the Board of Directors' thinking and perspective to develop the annual business plan and the three-year plan resulting in greater clarity and direction to drive business execution that results in achievement of key priorities.

KeyAccountabilities

The key areas of accountability are:

- Oversee the annual strategy and business planning process with the Executive Leadership Team and Board of Directors and build the annual and three-year strategic plans in collaboration with key internal partners including Finance and Communications.
- Manage critical strategic planning processes, aligning the three-year business plan to annual operating plans and budgets in order to bring strategies to life.
- Collaborate with cross divisional leaders on the development and cascade of annual growth and operational plans.



- Continuously track the progress of Vancity’s strategic plan, developing monitoring tools such as dashboards to assess the execution of the plan, KPIs and key metrics to facilitate continuous improvement and accountability.
- Implement monitoring tools and dashboards to gauge organization-wide progress on the execution of the plan, KPIs and key metrics.
- Serve as a thought partner and project liaison at all levels, helping to proactively identify and communicate business issues, streamline strategy approaches, and share best practices.
- Facilitate regular strategy reviews with the ELT, identifying potential issues and suggesting alternatives and data-driven solutions.
- Leverage external expertise to strengthen Vancity’s business development function to evaluate and execute potential mergers, acquisitions, joint ventures, and other strategic initiatives for the Vancity Group, including filters to evaluate finance, valuation, legal and commercialization potential of the initiative.
- Research, analyze and recommend emerging industry and technology trends, competitive threats, and viability of new business opportunities. Develop projections based on emerging competitive dynamics, market trends and consumer behaviours, and proactively share relevant research, market insights and recommendations within and across the organization where accountabilities are housed.

The Person

- Formal education with a focus on business. Graduate degree preferred, or equivalent progressive and relevant experience.
- Proven ability in exercising agile leadership in a strategic role. Several years of progressively senior level leadership experience in a complex organization. Experience in financial services considered an asset.



- Experience in strategic planning and execution; strong strategic and business mindset; business acumen.
- Experience leading/building a team of increasingly capable direct reports; ensuring quality leadership is being practiced by direct report managers.
- Excellent communication skills; ability to communicate cross-functionally across all levels of the organization.
- Mindset of continuous improvement and innovation.
- Demonstrated experience utilizing monitoring tools/dashboards/analytics.
- Solutions-focused and organized with the ability to adapt well to change and willingness to keep learning.
- Exceptional time and self-management skills, effective at meeting deadlines, balancing priorities, multi-tasking, and getting the job done.

Compensation

The salary range for the role is **\$121,000** to **\$181,000** and a candidate's offer is likely to be up to the **mid-point** of the role (**\$151,000**) plus a competitive annual bonus. The upper half of the salary range is typically reserved for individuals who have demonstrated consistent strong performance in the role and possess a high level of job knowledge and skill.

Express Your Enthusiasm

This position in a hybrid position based in Vancouver, British Columbia. You must be located in Canada with a valid work permit. Email a convincing cover letter and resume indicating the job title in the subject line of the email to **Shalini Bhatt** or **Greg Longster** at **vancouver@leadersinternational.com**.

Leaders International

www.leadersinternational.com