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DEPOSIT GUARANTEE

CORPORATION

🇨🇦 Alberta

OPPORTUNITY PROFILE

Director, Human Resources

About the Credit Union Deposit Guarantee Corporation

CUDGC.AB.CA

Established in 1974 as the Credit Union Stabilization Corporation, we are a pillar of financial security for Albertans. We began with a simple goal – to insure 100% of Alberta’s credit union deposits. In 1976, we broadened our scope by including credit adjudication in our services.

The 1980s were challenging – marked by the Alberta real estate collapse in 1982 and a total Alberta Credit Union loss of \$92 million in two years. These challenges sparked a restructuring of the credit union system, leading to the Government of Alberta providing financial backstops to the Credit Union Stabilization Corporation and appointing an independent Board of Directors.

In 1989, we adopted a new name – the Credit Union Deposit Guarantee Corporation. We have continued to innovate and modernize our regulatory practices, introducing standards of sound business practice in 1998, starting prudential regulation in 2008, and implementing stress testing in 2015.

In 2017, credit union legislation was modernized in Alberta, bringing us in line with global best practices. With every passing year, we remain committed to ensuring the financial well-being of Alberta’s credit unions.

Our Mandate

Our mandate is to provide risk-based regulatory oversight and a deposit guarantee to enable Alberta’s safe and sound credit union system.

Our Vision and Purpose

Our vision is an Alberta credit union system that is safe, sound, and competitive within the evolving global financial services environment.

Our purpose is to enable safety and soundness through providing financial institution regulation to jurisdictions within which we operate by being an employer of choice, taking an agile and collaborative approach, and leveraging technology.

Core Values

We are driven by six core values that define who we are and what we stand for:

- **We act with integrity.** We consistently and responsibly carry out our duties in a trustworthy, fair, and ethical manner.
- **We are curious.** We ask questions and continually look for opportunities to innovate while managing risks.
- **We empower.** We set clear expectations and empower others to do their best work.
- **We are collaborative.** We embrace collaboration by respecting, encouraging and valuing diverse opinions and perspectives.
- **We are accountable.** We take responsibility for our actions and hold ourselves accountable for delivering business results.
- **We care.** We care for the psychological safety, health and well-being of one another.

The Opportunity

Reporting to the Vice President Finance & Administration, the Director, Human Resources is the key strategic resource to the Executive Team, providing expert human resources direction, guidance, and consultative advice related to the corporate direction and alignment. The Director, Human Resources is responsible for leading and executing strategic human resource management plans and functions across the Corporation to advance human resources processes and practices.

Key Accountabilities

Management

- Collaborate with leadership to ensure people and culture initiatives are prioritized in the annual business plan and develop an implementation approach to achieve key milestones.
- Establish an operating model that allows the function to respond to shifting business needs with agility and effectiveness.
- Provide leadership to develop organizational excellence in human resource management.

Recruitment & Development

- Establish practices to identify, recruit and develop the skills that employees need for effective job performance.
- Work with leaders and advisors to develop programs that will attract talent with specialist skills.
- Develop an effective onboarding program that promotes early engagement and productivity.
- Create tailored learning programs to complement desired business and culture outcomes.

Rewards

- Design creative rewards programs that are effective for a government business enterprise/public agency while complying with applicable legislation.
- Collaborate with Government officials and other public agencies to recommend compensation philosophies and total rewards policies to the Executive and Board.

Engagement

- Define and communicate the personal and professional value that both employees and the Corporation gain from the working relationship.
- Collaborate with leadership to continually assess the relevance of our defined culture and integrate related behaviours into talent management processes.
- Maintain and update programs that protect and enhance employee well-being.

- Develop processes and tools to enable leaders to have effective career and performance conversations with employees.

Enablement

- Support leaders and employees through organizational change by providing insights on best practices in organizational design and workforce planning.
- Lead the Social aspects of the Corporation's approach to ESG, including diversity, equity, inclusion and belonging initiatives.

The Person

Experience & Education Requirements

The ideal candidate will have relevant academic preparation in business and/or human resources, with an undergraduate degree required and a graduate degree preferred. The candidate will have relevant experience leading cross-function HR activities for an organization and will have a track record of experience as both a strategic and hands-on HR leader. The candidate will have extensive experience identifying, working with, and managing vendor and outsourced providers. Previous experience working within a regulatory or compliance environment would be seen as a strong asset.

A strong understanding of relevant legislation, such as privacy and employment standards, is essential. Additionally, the candidate should possess excellent communication and presentation skills and a proven ability to effectively engage internal and external stakeholders, including executives, board members, employees, and the public.

Knowledge, Skills & Attributes

Visionary – Ability to formulate and articulate a detailed HR vision for the organization and communicate this vision and expectations.

Strategic Leadership – Ability to look at the big picture while still attending to details; proven success in strategic thinking and planning; ability to translate operational priorities into action and lead change; ability to coach direct reports; a credible leader; leads by example.

Adaptability – Ability to adjust to a changing environment, schedules, and priorities accordingly.

Communication Skills – Open and straightforward style with all audiences and an ability to effectively communicate with all stakeholders; candid and respectful with everyone. Possesses strong written and verbal communication skills and presentation abilities.

Team Player/Teamwork – Demonstrated success leading a team, talks openly with others, establishes expectations, holds self and others accountable, supports group decisions, shares credit, builds enthusiasm for goals, and resolves conflict appropriately; collaborative.

Relationship Building – Ability to develop and maintain positive and productive relationships and partnerships with individuals both internal and external to the organization.

Problem Solving & Judgment – Ability to assess options and implications to identify problems and solutions. Ability to make decisions and provide direction on complex and emerging issues.

Impact and Influence – Ability to establish credibility, respect, and build strong working relationships with employees, and external stakeholders. Works in a collaborative and solutions-focused manner to achieve outcomes that align best with the needs of the organization.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. We invite candidates to contact us directly with any accommodation requests.

To apply, please email a cover letter and resume (PDF or Word document only) to **Ardyce Kouri** or **Jessica Park** at edmonton@leadersinternational.com, indicating the job title in the subject line of the email.

Leaders International Executive Search

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