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OPPORTUNITY PROFILE

AVP, Credit & Risk Regulation

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

The AVP, Risk and Credit Regulation is primarily responsible for the oversight and assessment of the quality of credit risk management and underwriting within the Alberta credit union system. The role is also responsible for the supervision of credit adjudication within the Alberta credit union system. Recognizing emerging credit and other risks and developing effective review techniques are ongoing responsibilities for this position, as well as bringing forward recommendations for enhancements to legislation and supporting business systems and processes. The AVP is responsible for overseeing Alberta credit unions and/or Alberta Central (collectively referred to as the “Regulated Entities”) are complying with the Alberta *Credit Union Act* including the accompanying Principal Regulation and Ministerial Regulations (collectively referred to as “the Act”), Lending Guidelines, Standards of Sound Business and Financial Practices, and other directives and guidelines issued by the Corporation. As part of the Management Team, the AVP is responsible for leading, coaching, and mentoring the Regulation & Credit Risk Assessment team and participating in broader corporate initiatives.

Key Accountabilities

Regulated Entity Soundness and Intervention

- Supervise and collaborate with the Managers, Regulation & Credit Risk (MRCR) to communicate with assigned Regulated Entities to discuss the Corporation’s credit observations.
- Work with both the internal team and external Regulated Entities to evolve the Corporation’s Lending Guidelines
- Oversee risk assessments on Regulated Entities overall credit risk management program. This includes, but is not limited to, evaluating the following approaches to the entity safety and soundness:
 - Quality of underwriting
 - Board and senior management establishment and oversight of credit risk appetite
 - Compliance
 - Controls
 - Success of oversight program
- Approve submitted findings to incorporate in the final report sent to the Regulated Entity.
- Oversee adherence to the processes of the Corporation’s Risk Review program that have been developed through the lens of the Act, the Mandate and Roles Document, the Regulatory Oversight Policy and Program, the Credit Union Intervention Policy and Program, and the applicable review procedures (e.g., the Corporation’s Regulatory Oversight Framework, Standards of Sound Business and Financial Practices, and Guidances, among others).
- Validate the findings of the Off-Site Monitoring and determine when and how to escalate should a situation or potential situation be identified.

- Working in concert with the MRCR, document and draft briefings, as appropriate, when staging a credit union or a credit situation requires escalation.

Credit Adjudication/Monitoring

- Oversee and adjudicate credit applications within the Corporation's guidelines.
 - Explore reasonable alternatives for all credit applications when deemed appropriate.
 - Escalate complex/unusual situations, declines, or policy exceptions as required.
- Oversee the evaluation and processing of Loan Transaction Reviews (LTRs) consistent with the Corporation's Lending Guidelines.
- Ensure the RCRA business unit's various consumer, commercial/agricultural applications, renewals, and LTRs are completed within existing Service Level Objectives (SLOs).
- Oversee the monitoring of monthly/quarterly delinquency, overdraft, doubtful loans reports, and quarterly LTR reports, and take/recommend action as required.
- Monitor trends in concentration of industry/account types as it relates to the credit union system and take/recommend action as required.

Credit Risk Oversight Operational Requirements

- Review and recommend changes to the Corporation's Lending Guidelines and other relevant guidance.
- Make persuasive presentations in a variety of forums that impact policies, procedures, and practices.
- Communicate technical and complex subject matter in simple-to-understand terms with colleagues and internal and external stakeholders.
- Lead assigned projects within approved timelines and resource allocations.
- Ensure reports provided to Regulated Entities and the Corporation's management and board are risk focused, accurate, objective, and timely.
- Develop business unit and/or departmental plans.
- Develop recommendations and revisions to internal procedures for identifying and managing risk.

Leadership, Coaching, and Mentoring

- Establish and maintain a working relationship with key internal stakeholders and with Regulated Entities. This is accomplished by:
 - Providing support and expertise regarding Regulated Entity oversight.
 - Sharing knowledge and experience with co-workers.

- Consult on major and emerging challenges and issues with key internal stakeholders and with Regulated Entities.
- Incorporate the Corporation's values in the daily regulatory monitoring with all staff.
- Create objectives, assign work, and monitor performance of the MCRR direct reports.
- Guide the development and coach assigned team to build high levels of employee engagement, motivation, and commitment.
- Lead assigned department projects and contribute to the RR department's planning/strategic discussions within approved timelines and resource allocations.
- Identify, evaluate, recommend, and implement departmental processes and internal procedures for identifying and managing credit risk and to increase the effectiveness of the Regulation & Credit Risk Assessment team.
- Appropriate assignment of Regulated Entities among the MRCRs along with determining the necessary Discretionary Lending Limits within the team.

General Requirements

- Display personal behaviours and competencies that are consistent and supportive of the Corporation's culture, values, policies, and programs.
- Participate in the performance management process and corporate training. Employees take primary responsibility for managing their professional development with the supervisor's support.
- Utilize MS Office Suite, SharePoint, and other technologies.

The Person

Experience & Education Requirements

- Bachelor's degree and/or an equivalent combination of education and financial sector management experience.
 - Graduate studies in finance or risk management is an asset.
 - Risk management certification is an asset.
- Financial institution experience in commercial and consumer credit underwriting and credit adjudication with experience in mid-sized commercial loans with a broad scope in industries including commercial real estate, hospitality, and agriculture.
 - Knowledge of applicable financial sector legislation is an asset.
 - Understanding of/experience with the credit union system is an asset.
- Experience in writing, interpreting, and administering credit policy and guidelines.

- Strong leadership and management experience, communication (e.g. verbal, active listening, written), presentation, problem-solving, and critical thinking skills. Experience with presenting to boards with the ability to answer questions and explain technical material to diverse audiences.
- Comfortable dealing with employee relations challenges and working through situations to find resolutions.
- Act with diplomacy and professionalism when dealing with sensitive, conflictual situations. Communicates with confidence and comfort.
- Develop good relationships with various stakeholders, earning their respect and trust over time by demonstrating consistent and reliable expertise and professionalism.
- Progressive job-related positions with lending experience in a comparable financial institution.

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 internal and external individuals in 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 and respect, as well as 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. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email a cover letter and resume (PDF or Word document only—preferably as one document) to Ardyce Kouri or Wendy Romanko at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

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