

Leaders

INTERNATIONAL

Executive Search



OPPORTUNITY PROFILE

Chief Executive Officer



Alberta School Employee Benefit Plan

asebp.ca

The Alberta School Employee Benefit Plan (ASEBP) is more than health insurance—ASEBP has been a trusted health and wellness provider for more than 55 years. ASEBP provides sustainable, holistic health benefits, programs, and services to support education workers from the first year of their career through to their well-deserved retirement.

ASEBP benefit plans and services cover the full spectrum of the health and wellness journey, including general health, employee and family assistance, and loss of life and disability benefits. Operating as a not-for-profit organization, ASEBP is proud to be the tailored, comprehensive option for the more than 150,000 Albertans supported by our services.

ASEBP's culture is deeply rooted in wellness, collaboration, innovation, and inclusivity. We are connected by our belief that supporting education workers and school divisions in their individual and organizational health results in more engaged educators and better learning environments and outcomes for students. Driven by this purpose, we are dedicated to serving our covered members with care and compassion, while continually striving to make a meaningful, lasting difference in the lives of educators and their communities.

Mission

As the recognized leader in providing comprehensive health benefits and services specifically designed to meet the needs of Alberta's public education sector, ASEBP is a committed partner in promoting, protecting, improving, and sustaining the health of our covered members and their dependents.

Values

People. However you connect with ASEBP, our supportive culture and commitment to quality service mean that ASEBP is with you—wherever you are on your health journey.

Integrity. Being a trusted partner on your health journey means ensuring this responsibility is reflected throughout every aspect of our organization.

Collaboration. ASEBP sees health as a shared responsibility. When individuals, organizations, health benefit plans, and other stakeholders all work together to promote, protect, improve, and sustain health and well-being in Alberta—everyone benefits.

Innovation. From technology tailored to your needs to creative approaches for achieving health outcomes or effectively managing the plan, ASEBP is always seeking innovative opportunities to enhance our services.

Sustainability. Whether ASEBP is carefully balancing investments, leveraging knowledge, or assessing trends, our focus remains the long-term sustainability of the plan for current and future generations.

Strategic Plan: The Journey to 2030

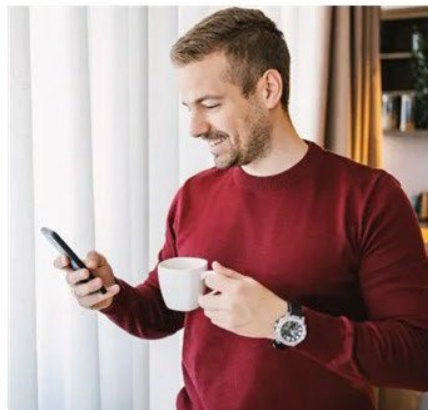
ASEBP recently released a new strategic plan, called the **Journey to 2030**, highlighting ASEBP's commitment to improvement and sustainability as a trusted, innovative partner for Alberta's public education sector.

The strategic plan represents a commitment to consistently adapt and add value to Alberta's public education sector and all of our stakeholders. The Journey to 2030 has emphasised the importance of sustainability measures and fiscal stewardship.

Governance

As an Employee Life and Health Trust, ASEBP is different from traditional insurance providers and operates as a not-for-profit organization. ASEBP is governed by 10 Trustees split evenly between ASEBP's two founding organizations, five appointed by the Alberta School Boards Association (ASBA), and five appointed by the Alberta Teachers' Association (ATA).

Trustees set ASEBP's mission, values, and strategic direction, create and make changes to benefit plans, set premium rates, establish adequate reserves, and invest the funds of the Trust. ASEBP's Chief Executive Officer, along with the rest of ASEBP's executive team, then operationalize these decisions.





The Role: Chief Executive Officer

The Chief Executive Officer (CEO) reports directly to the ASEBP Trustees and provides visionary leadership to advance the organization’s mission and strategic priorities. Responsible for achieving both short- and long-term goals, the CEO ensures effective stewardship of ASEBP’s human, financial, and operational resources.

Acting as the primary liaison between the Trustees and the senior leadership team, the CEO ensures strategic alignment while representing ASEBP to external partners, government bodies, and education sector leaders to strengthen relationships and drive organizational success.

Reporting to the CEO are the following roles:

- Chief Operating Officer
- Chief Innovation & Finance Officer
- Chief Stakeholder Relations Officer
- Internal Audit
- Legal Services Coordinator & Privacy Officer

Key Responsibilities

Strategic Leadership

- Developing and planning long-range and annual strategic and business goals, including operating and capital budgets, in collaboration with the Trustees and senior leadership team
- Implementing long-range objectives and advising the Trustees of opportunities and risks to the Plan, with a recommended course of action
- Working with the Trustees to implement ASEBP’s strategic plan throughout the organization, embedding initiatives and outcomes into day-to-day operations and employee culture
- Monitoring operational objectives and goals and adjusting as needed

- Ensuring staff have a clear understanding of ASEBP's strategic plan, mission, values, and goals

Governance and Trustee Support

- Building and maintaining a strong, trust-based relationship with the Trustees through open, transparent communication
- Providing regular updates to Trustees on strategic planning activities, key milestones, budget updates, and related policy matters for their approval
- Advising the Trustees on new and recommended changes to policies, strategies, and objectives
- Seeking feedback and direction from the Trustees on matters of significance
- Recommending governance policies or their revisions to the Trustees for approval
- Acting on behalf of the Trustees, the CEO may be responsible for such other tasks deemed necessary or as otherwise directed by the Trustees

Operational and People Leadership

- Ensuring that ASEBP operates efficiently and effectively to safeguard Plan sustainability
- Working with the senior leadership team to evaluate the effectiveness of benefit plans
- Applying a systematic and disciplined approach to continuous improvement in all areas of operations
- Achieving corporate objectives and key milestones as laid out in the long-range and annual business and strategic goals
- Collaborating with participating employers enrolled with ASEBP to ensure seamless communication and high levels of member satisfaction
- Ongoing review of the organizational structure to create efficiencies in operations
- Supporting, inspiring, and developing the senior leadership team to ensure they are committed to the vision of ASEBP
- Maintaining and enhancing award-winning levels of employee engagement and encouraging a culture that prioritizes trust and inclusion
- Leading by example and promoting practices that support a healthy workplace and work-life harmony

Financial Resource, Budget and Risk Management

- Ensuring the ongoing financial health of the organization and sustainability of its benefit plans
- Providing information relevant to the discharge of the actuary's responsibilities
- Ensuring that all investment activities comply with policy
- Ensuring the day-to-day business affairs of the organization are appropriately managed

Stakeholder Relations

- Acting as ASEBP's spokesperson, promoting awareness, understanding, and confidence in ASEBP's value and services across Alberta's public education sector and the broader benefits community
- Building and maintaining strong, trust-based relationships with plan members, participating employers, government bodies, education sector leaders, and industry partners through effective communication and relationship-building initiatives
- Ensuring service standards for covered members and participating employers are maintained and continuously improved, guided by ASEBP's Health and Benefits Charter
- Fostering open and transparent communication with parent bodies and key partners by facilitating regular updates and providing feedback opportunities

Dispute Resolution

- Overseeing and coordinating the appeal process for covered members
- Approving discretionary payments or settlements on legal actions

The Person

- Post secondary education with a preference for a degree in business or related field.
- Benefit/insurance industry experience and a proven track record of executive leadership in dynamic, competitive environments, delivering measurable results and organizational growth.
- Extensive experience working closely with Boards, committees, and diverse partner groups to drive strategic outcomes.
- Strong governance experience; ability to work effectively with Trustees in a formal setting.
- Familiarity with non-profit structures is an asset.
- Visionary with courage to make difficult decisions, yet respectful of culture and history.
- Ability to manage risk prudently while fostering innovation.
- Skilled in navigating potentially politically-charged relationships and balancing advocacy with discretion
- Relationship-builder, strong communicator, active listener, collaborative leader.
- Passionate about serving education communities.
- Team-oriented, able to inspire staff, and foster culture of inclusion, trust, and innovation.

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 Interest

Leaders Executive Search 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 your cover letter and resume (PDF preferred) to **Shalini Bhatti** or **Chelsey Howarth** at apply@leadersinternational.com, indicating the job title in the subject line.

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