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OPPORTUNITY PROFILE **DIRECTOR, INFORMATION TECHNOLOGY**

FARRIS

the right people

FARRIS LLP | DIRECTOR, INFORMATION TECHNOLOGY

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THE ORGANIZATION

FARRIS LLP

Consistently ranked as one of Canada's leading law firms, Farris LLP is a high performance law firm. They serve a diverse client base ranging from individuals to some of the largest public institutions and private corporations in British Columbia and beyond. A strong regional and national presence is balanced with an international practice that includes U.S., European, and Asia-Pacific based clients. At Farris, heritage has produced a culture of success and imprinted its values and expectations on the people who work there. Farris' reputation is based on their ability to continually deliver results and on the lawyers who comprise the firm. Clients can expect results when they join forces with Farris.

Farris is at the forefront of legal innovation. At the same time, Farris is dedicated to an environment in which families, businesses and the community can prosper. Pro-bono work, professional development of lawyers and commitment to diversity in the workplace demonstrate their values at work. Farris hires the best talent, builds the most effective teams, delivers the highest level of client service, and are meaningful contributors to their local communities.

Farris is more than just a leading law firm. They are committed to the communities where they live and work. Their environment fosters multiple paths to success, independence and leadership. Their walls display a rich history, a reminder to try harder and consistently pursue excellence in the legal profession.

To learn more, please visit Farris LLP's [website](#)

THE OPPORTUNITY DIRECTOR, INFORMATION TECHNOLOGY

Reporting to the Chief Operating Officer, the Director, IT is a key member of the firm's senior leadership team and is responsible for developing and executing a technology strategy that:

- Supports exceptional internal and external client service.
- Aligns with the firm's business goals.
- Enhances operational efficiency.
- Fosters a culture of responsiveness, reliability, and innovation.



The Director leads all aspects of the firm's information technology function—including infrastructure, applications, cybersecurity, innovation, and user support—with a strong emphasis on proactive service delivery and responsiveness to the needs of lawyers and staff.

This role requires a visible, engaged leader who builds trust across the firm, anticipates user needs, delivers personalized support, and drives a culture of continuous improvement and client service excellence. The Director ensures that technology is not only secure and stable, but also a strategic enabler of the firm's success.



Primary Responsibilities

Strategy & Leadership

- Champion exceptional internal and external client service;
- Anticipate needs and communicate effectively with stakeholders;
- Identify and address gaps in capabilities and service;
- Develop, communicate, execute and continually improve a technology strategy aligned with the firm's business objectives;
- Advise the Management and Technology Committees on technology trends, risks, and opportunities;
- Lead IT governance processes to prioritize initiatives and allocate resources effectively;
- Foster a culture of innovation, agility, and user-focused technology delivery.

Technology Operations

- Oversee the firm's IT infrastructure, networks, and systems to ensure security, reliability, and scalability;
- Drive continuous improvement in IT service delivery, end-user support, and operational performance;
- Maintain strong vendor relationships and recommend strategies to optimize value and service.

Security & Risk Management

- Develop, implement, and oversee the firm's information security strategy, policies, and programs to protect client data and firm assets;
- Ensure compliance with professional conduct rules, regulatory requirements, and client security obligations;
- Lead incident response and disaster recovery planning to minimize business disruption.

Application & Practice Support

- Oversee the selection, implementation, and management of legal-specific applications including document management, practice management and time and billing tools;
- Ensure high levels of adoption, user training, and integration of technology into legal and administrative workflows to enhance productivity and client service.



Team Leadership & Development

- Lead, mentor, and develop the IT team to build strong technical capabilities, service orientation, and business acumen;
- Structure the IT department with clear roles and responsibilities across infrastructure, applications, support, and security;
- Promote an inclusive, collaborative, and high-performance culture.

Education, Training, Skills, and Experience

- Bachelor's degree in Computer Science, Information Systems, Business Administration, or related field; MBA or equivalent is an asset;
- Minimum 10 years of progressive IT leadership experience, preferably in a law firm or professional services environment;
- Demonstrated success in developing and executing IT strategies that align with organizational goals;
- Deep knowledge of legal technology solutions and the unique requirements of law firms;
- Strong experience in information security, risk management, and compliance frameworks;
- Proven ability to lead and develop high-performing teams;
- Excellent communication, influencing, and relationship-building skills at all levels of an organization.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others in a partnership environment; 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 a plan in support of organizational strategic direction. Demonstrates an ability to translate business needs into technology solutions.

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

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

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

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

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

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

Client Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps service excellence in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive salary above \$200K and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

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