



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

Opportunity Profile

Chief Operating Officer

Location: Regina



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About the Association of Professional Engineers & Geoscientists of Saskatchewan

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) is the self-regulatory body responsible for licensing and regulating approximately 16,000 professional engineers and geoscientists in the province. Established under [The Engineering and Geoscience Professions Act](#), APEGS protects the public by ensuring that only qualified, competent, and ethical professionals are permitted to practice.

APEGS' mandate covers the full regulatory lifecycle of its registrants:

- **Admission & Licensing** – setting rigorous academic, professional, and ethical standards for entry into the professions.
- **Professional Practice** – requiring ongoing professional development to ensure registrants remain current and competent.
- **Ethics & Conduct** – enforcing the Engineering and Geoscience Code of Ethics to guide professional integrity and accountability.
- **Complaints & Discipline** – investigating allegations of professional misconduct or incompetence and applying appropriate disciplinary measures.
- **Public Protection** – preventing the unlicensed practice of engineering and geoscience, and safeguarding the use of professional titles.

APEGS is part of a network of self-regulating bodies across Canada, ensuring consistency in standards while responding to the unique needs of Saskatchewan. By maintaining strong governance and oversight, APEGS ensures that the public, government, and industry are assured that the province's engineers and geoscientists act in the best interest of society, the environment, and future generations.

Through its work, APEGS not only regulates but also fosters pride in the professions, championing excellence, integrity, and a shared commitment to advancing the health, safety, and well-being of all Canadians.

Today, APEGS is embarking on a period of organizational renewal and transformation. Priorities include modernizing regulatory practices, advancing digital solutions, maintaining public trust, and building organizational resilience for the future. These initiatives require innovative leadership and operational excellence to ensure APEGS continues to deliver on its mandate with integrity, transparency, and accountability.

To learn more about APEGS, visit www.apegs.ca



The Role: Chief Operating Officer

The Chief Operating Officer (COO) provides executive leadership for corporate operations that enable APEGS to effectively regulate professional engineers, geoscientists, and firms in Saskatchewan.

Working as part of a three-person executive team alongside the Executive Director & Registrar, and the Chief Regulatory Officer (CRO), the COO contributes to the development and execution of both short-term and long-term organizational goals, as endorsed by the APEGS Council. A key priority is to strengthen the foundation of corporate operations while serving as the executive lead for a multi-year business and digital transformation initiative.

The COO has responsibility for leading and integrating the following core functions:

- Strategic and operational planning, including organizational performance measurement.
- Financial and risk management.
- Business support services (legal, project and program management, and office administration).
- Human resources leadership.
- Internal and external communications.

In close partnership with the CRO, the COO provides executive sponsorship for a multi-year transformation program designed to unify the organization, reengineer business processes, and leverage digital opportunities.

Scope and Impact

- Oversees a budget of approximately \$5.7M.
- Leads a team of about 13 staff, including Directors, Managers, professionals, and administrators, supported by external service providers and outsourcing contracts.
- Has scope to review and optimize the Division's reporting structure and resources.
- Offers a strong career development opportunity for candidates aspiring to future Executive Director or CEO roles.

Key Responsibilities

Accounting, Finance and Risk Management

- Integrate enterprise risk management into the strategic thinking and planning efforts of the organization in a manner that informs and supports effective operations of the organization.
- Ensure compliance with financial regulations, CRA, in a manner that demonstrates sound and stable financial stability of the organization.



- Lead financial risk management through strategies for financial growth in alignment with organizational risk appetite, prudent and professional accounting practices, and budgeting strategies that support regulatory priorities and incremental business transformation plans.

Human Resources

- Inspire and lead innovative HR policies, strategies and initiatives in a manner that positions the organization to attract, develop, and retain a healthy, safe, engaging and rewarding experience for all employees.

Communications

- Guide internal and external communication plans and strategies based on primary strategic and operational priorities of APEGS, in alignment with the APEGS brand strategy.
- Ensure internal and external communication strategies contribute to a professional, credible reputation and focus on the public interest, as per the right touch regulation standards and guidelines.
- Oversee the protocol for public communication, including press releases and media management.

Business Process Reengineering and Technology

- Provide executive sponsorship to leading culture shift resulting from reengineering business processes and leveraging technologies to automate manual processes.
- Support management in developing and maintaining a sustainable technology business model that attracts the technical talent and capabilities required to enable safe and effective adoption of new technologies.

Non-Regulatory Stakeholder Relations

- With a focus on public interest, sponsor initiatives that raise public awareness and instill trust in the engineering and geoscience professionals operating in Saskatchewan.

The Person

The COO role requires a seasoned strategic leader with demonstrated success in enterprise-level planning and execution, strong business acumen, and well-developed emotional intelligence. The ideal candidate is an organizational change agent who:

- Has a proven ability to drive positive, system-level change.
- Navigates and balances diverse interests with diplomacy and sound judgment.
- Builds trust and achieves results by working collaboratively with and through people.
- Understands the mandate of professional regulatory bodies in Canada, ideally with executive experience supporting corporate functions in a regulated industry.

**Experience**

- A minimum of ten years of senior leadership experience, with at least three to five years at the executive level.
- Background in shared services models or oversight of a diverse range of corporate functions.
- Extensive business expertise in legal, regulatory affairs, or corporate operations, ideally within a regulated sector such as law, healthcare, or accounting.
- Demonstrated success leading professional and senior teams through organizational change and transformation.
- Experience engaging effectively with boards of directors, elected officials, and volunteer committees.

Education

- Master's degree or equivalent graduate-level studies, preferably an MBA, CPA, LLB, or advanced degree in engineering (P.Eng.), geoscience (P.Geo.), or a related discipline.
- Additional certifications in project or change management, regulatory affairs, or professional management are considered assets.

Competencies

- Exceptional leadership and strategic planning abilities.
- Highly skilled at establishing multi-year priorities in alignment with long-term direction and ensuring team alignment in priority execution across the organization.
- An authentic executive presence, with proven ability to openly and effectively engage with stakeholders who represent diverse levels of understanding and awareness.
- Embodies a leadership style that motivates performance and coaches for growth; acknowledges and rewards progress and results through a supportive growth mindset complemented by a commitment to hold people accountable.
- Comprehensive financial acumen and a proven working knowledge of finance and accounting principles.
- Expertise in at least one corporate functional area of oversight, complemented with sound business acumen, general management capabilities supported by proven capability of setting up and managing the success of a corporate or shared services business model.
- Understanding of corporate governance principles and practices.
- Personal adaptability and resilience to achieve desired results in a transformational environment, the ability to lead organizational change and manage transitions effectively.



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Impacts of Role

Strategic Alignment - Ensures all corporate functions are aligned with APEGS' strategic goals, enhancing organizational cohesiveness, productivity, and quality of work.

Transformation Leadership - Sponsors and leads business and transformation initiatives that modernize systems, improve organizational agility, and enhance stakeholder experiences.

Change Leadership - Builds organizational readiness and resilience by guiding teams through complex transitions, fostering a culture of adaptability and innovation.

Stakeholder Engagement - Builds trust and collaboration across internal teams, the Council, and external partners, supporting stakeholders by investing in initiatives that foster understanding and awareness in a manner that demonstrates APEGS' values.

Talent Development - Cultivates capacity within the organization by supporting workforce management, employee development, succession planning, and long-term sustainability.

Financial Stewardship - Manages resources strategically to support growth, innovation, and resilience in a changing regulatory landscape.

Compensation

A competitive compensation package, including base and re-earnable structure, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

To apply, please email your cover letter and resume (in PDF or Word document format, preferably as a single document) to John Dugdale apply@leadersinternational.com, indicating the job title in the subject line.

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www.leadersinternational.com