

# Leaders

INTERNATIONAL

---

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



## OPPORTUNITY PROFILE

**Director, Investment Strategy**



## About PSPP Corporation

The Public Service Pension Plan (PSPP) has been providing a secure lifetime retirement to Albertans for almost 80 years. Established in 1947, the PSPP is a defined benefit pension plan that serves current, former, and retired employees of the government of Alberta and its agencies, boards, and commissions, as well as select postsecondary institutions. The Plan has 29 participating employers and serves 100,000 members.

The Plan operates within a legislative governance framework that sets out the responsibilities of different entities. Policy decisions that define the benefits of the plan are the responsibility of the PSPP Sponsor Board.

PSPP Corporation is responsible for administering the plan and managing plan assets. Legislation requires that we engage the services of Alberta Pension Services Corporation (APS) and Alberta Investment Management Corporation (AIMCo) to assist us in carrying out these responsibilities. As the trustee and administrator of the plan we have a duty to act in the best interest of plan members.



## The Opportunity

The Investment Program is governed by the PSPP Corporation Board of Directors (the Board), Investment Committee (IC) and Management. Supported by the investment team, governing fiduciaries carry out investment decision-making and monitoring duties to maintain the ongoing alignment of the investment portfolio with pension funding objectives.

Reporting to the Chief Investment Officer (CIO), the Director, Investment Strategy plays a critical role in maintaining PSPP's ongoing attention to portfolio construction within the context of the pension funding model. This role will lead the collaborative effort with the Corporation's legislated investment manager, Alberta Investment Management Corporation (AIMCo), to regularly review the asset mix and underlying investment strategies.

The Director, Investment Strategy will contribute to the development of investment recommendations, the establishment of investment policies and procedures, the management of the relationship between PSPP Corporation and AIMCo, and the communication of investment matters.

## Key Roles & Responsibilities

### Investment Decision Making

- Lead the planning and execution of the portfolio construction activities of the Investment Committee
  - Develop investment policy, asset mix and product allocation recommendations



- Carry out an annual review of the macroeconomic environment, investment policy and asset mix
- Conduct Asset Liability studies and research to support portfolio construction initiatives
- Coordinate input from the Investment Team, AIMCo and the Investment Consultant community

### **Oversight and Monitoring**

- Support the due diligence framework and processes to service the oversight and monitoring requirements of PSPP fiduciaries
- Direct AIMCo due diligence activities
  - The servicing of regular and ad hoc reporting channels to the Board, IC and PSPP Management
  - The establishment and maintenance of best practice reporting of historical investment performance, attribution, and risk
  - Oversight of non-investment activities and monitoring of policy and contractual compliance
- Participate in AIMCo's development of new investment initiatives
- Maintain a pension investment Risk Management, Responsible Investment and Service Level and Scorecard framework underlying AIMCo's delivery of services to Plan fiduciaries

### **External Relationships**

- Direct the PSPP-specific service considerations within AIMCo's multi-client environment
- Foster strong relationships with AIMCo's client service team and business units across the organization
- Develop a collaborative relationship with the investment consultant community; direct the scoping of work underlying their research and due diligence activities
- Collaborate with other AIMCo clients, in particular Alberta pension plans, on matters of common interest
- Develop relationships with other pension plans within and outside Canada to support PSPP initiatives



### **General Investment Duties**

- Support the CIO in the planning of all activities underlying the Investment Program
- Remain current with capital market events and industry trends in portfolio construction and risk management
- Participate in the development of investment-related content for the Annual Report and other communication channels, and
- Participate in the development and delivery of investment presentations to stakeholders and Board member education and onboarding sessions
- Participate in corporate-wide initiatives, including strategy development, business planning, budgeting, and enterprise risk management

## **The Person**

### **Qualifications & Education Requirements**

- Relevant degree in Finance, Economics, Financial Mathematics, Actuarial Science, Business Administration, or a related discipline. Graduate credentials are seen as a strong asset.
- Professional designation such as CFA, FRM, PRM, or actuarial credentials strongly preferred.
- Significant progressive experience in institutional investment management, pension fund management, or asset allocation strategy.



- Demonstrated experience in multi-asset portfolio construction and asset-liability modelling.
- Experience engaging with Boards or Investment Committees in a governance environment.
- Strong understanding of defined benefit pension finance and funding frameworks.

## Core Competencies

**Strategic Investment Expertise:** Deep understanding of capital markets, asset allocation, portfolio construction, and investment risk drivers. Able to develop long-term strategies aligned with funding sustainability.

**Quantitative & Analytical Capability:** Advanced skills in investment modelling, scenario analysis, and risk assessment. Familiarity with institutional investment systems and risk platforms is an asset.

**Pension Acumen:** Strong working knowledge of defined benefit pension structures, actuarial valuation processes, and funding risk dynamics.

**Governance & Communication:** Demonstrated ability to communicate complex financial concepts clearly to non-technical audiences, including Boards and senior executives.

**External Manager Oversight:** Experience evaluating and overseeing third-party investment managers within a policy-driven framework.

**Leadership & Influence:** Credible, composed, and collaborative leader capable of influencing across executive and governance levels.

## Compensation

A competitive compensation package, including an attractive 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 your cover letter and resume (PDF or Word document only—preferably as one document) to **Ardyce Kouri** or **Chelsey Howarth** at [apply@leadersinternational.com](mailto:apply@leadersinternational.com), indicating the job title in the subject line.

**Leaders International Executive Search**  
[www.leadersinternational.com](http://www.leadersinternational.com)