



A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

Opportunity Profile

Chief Regulatory 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 17,000 professional engineers and geoscientists, as well as 1,400 companies practicing these professions 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, strengthening 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 Regulatory Officer

The Chief Regulatory Officer (CRO) provides executive leadership for the registration and regulation of professional engineers, professional geoscientists, and firms practicing engineering and geoscience in Saskatchewan.

As a member of the three-person executive team with the Executive Director & Registrar and the Chief Operating Officer, the CRO contributes to the development and execution of short- and long-term organizational goals endorsed by the APEGS Council. A key priority is to strengthen and modernize regulatory effectiveness, providing executive leadership for a multi-year regulatory transformation initiative that includes significant digital modernization.

The CRO role requires a strategic leader with a strong record of enterprise-level planning and execution, advanced regulatory expertise, and well-developed emotional intelligence. The ideal candidate is a regulatory innovator who:

- Has successfully driven positive organizational change.
- Navigates complex and diverse interests with balance and sound judgment.
- Builds trust and delivers results by working collaboratively with and through people.
- Understands the roles and responsibilities of professional regulatory bodies in Canada, ideally with executive-level experience regulating a licensed profession.

Scope and Impact

- Oversees a budget of approximately \$3.6M.
- Leads a team of about 30 employees, including Directors, Managers, professionals, and administrators.
- Has scope to review and optimize the Division's reporting structure and resources.
- Provides strong career development potential for candidates aspiring to future Executive Director or CEO roles.

Key Responsibilities

Strategic Leadership

- Provide visionary leadership to shape the future of engineering and geoscience regulation in Canada and shape the future of that vision for Saskatchewan.
- Develop short- and long-term strategies that embed the provincial regulatory framework into APEGS program development and management in a manner that meets current and evolving industry needs.

**Policy Development**

- Formulate and implement policies that govern academic and experience assessment of applicants and the professional conduct and registration of engineers and geoscientists.
- Contribute to the APEG S policy framework by ensuring regulatory policies are aligned with provincial, national, and international standards.

Regulatory Stakeholder Relations

- Foster strong relationships with provincial and territorial regulators to promote uniform regulatory practices.
- Develop effective working relationships with industry stakeholders, government bodies, and educational institutions.
- Lead development of a values-based ‘relationship management approach’ that guides how APEG S interacts, works with, and supports registrants and professional firms.

Regulatory Programming

- Oversee initiatives related to regulatory best practice, including:
 - Licensing and registration
 - Complaints, compliance, and audits
 - Enforcement, investigation, and discipline
 - Professional standards and guidance
 - Continuing professional development and proactive education, communication and related services aimed at registrant competency and registrant awareness of regulatory requirements that govern the professions.
- Ensure programs support future-focused engineer and geoscientist competence, as informed by emerging trends and anticipated impacts to the professions.

Compliance Oversight

- Maintain a strategic framework of adherence to legislative requirements and APEG S professional standards through demonstrated application of regulatory best practice (‘right-touch’ regulation).
- Maintain regulatory credibility and effectiveness by implementing measures to ensure that compliance, enforcement, and discipline practices are transparently communicated and consistently applied.



The Person

Experience

- Ten years of senior leadership experience, preferably with at least three to five years at the executive level of an organization or senior level of a professional regulatory body.
- Extensive background in legal or regulatory affairs, ideally within a regulated industry (i.e. engineering, geoscience, law, healthcare, accounting).
- Proven record of leading professional and senior teams through change and transition.
- Experience in effectively collaborating with, listening to, and understanding diverse stakeholder groups, including a board of directors, elected officials, and volunteer committees.
- Ability to implement and drive initiatives in a collaborative, efficient, and effective manner through partnerships and direction of multiple diverse internal and external stakeholders, aligning organizational objectives and goals across all stakeholders.

Education

- Undergraduate degree, coupled with a professional designation or advanced degree, preferably a P.Eng., P.Geo., MBA, CPA, LLB, or a related field.
- 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.
- Understanding of corporate governance principles and practices.
- Personal adaptability and resilience to achieve desired results in a transformational environment, and the ability to lead organizational change and manage transitions effectively.



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Impact of Role

Regulatory Harmonization

- As a member of the executive team, work towards progressing and promoting a cohesive regulatory environment for the professions across Canada (intermobility).
- Promote and build support for regulatory best practices, exemplifying the principles of right-touch regulation and consistency in engineering and geoscience professional standards.

Professional Standards

- Demonstrating care for and accountability to the public, uphold high standards for ethics and professional conduct in engineering and geoscience in Saskatchewan.
- Initiate ongoing, multi-faceted strategies aimed at ensuring engineers and geoscientists are well-equipped to meet the current and emerging demands of the professions.

Innovation

- Drive initiatives that foster innovation and efficiency (minimize undue burden) in regulatory practices.
- Recognize and support the transformation and adoption of new business processes, technologies and methodologies in engineering and geoscience regulation and regulatory administration.
- Demonstrate focus on regulatory business practices as the primary purpose of APEG S.

Compensation

A competitive compensation package, including base and commission 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 at apply@leadersinternational.com, indicating the job title in the subject line.

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www.leadersinternational.com