
Director, Business Risk

Jarislowsky, Fraser Limited is an investment management firm with over 60 years of experience conducting fundamental research and managing assets for pension funds, foundations and endowments, corporations and individuals in Canada and internationally — representing more than CA\$53 billion in assets under management. Our history and culture are rooted in investment stewardship that is expressed through an adherence to quality investing consistent with our long-standing investment philosophy and the advancement of good governance and sustainable investing. Acting in the best interests of our clients is the cornerstone of everything we do. Headquartered in Montreal, we have offices in Toronto, Calgary, Vancouver and New York.

Location Montreal or Toronto

Purpose

Leads and oversees the Regulatory and Operational risk management functions within Jarislowsky, Fraser Ltd in Canada. The incumbent is responsible for ensuring Jarislowsky, Fraser's domestic and international day-to-day business strategies, plans and initiatives are executed / delivered in compliance with governing regulations, internal policies and procedures.

The individual will implement and drive results by working with internal stakeholders and support groups to satisfy both the regulatory and risk management frameworks and develop plans to ensure the effectiveness of the business line's compliance program as well as oversee remediation efforts and project implementation to ensure ongoing compliance.

Accountabilities

- Leads and drives a customer focused culture throughout their team to deepen client relationships and leverage broader firm's relationships, systems and knowledge.
- Manages regulatory and operational risk implementation and strategic approach with senior management and functional areas:
 - Collaborates with all support teams, senior management and the field to ensure that the strategic approach is aligned with ongoing compliance and change.
 - Represents the business at required meetings and preparing meeting material.
 - Identifies gaps in the existing regulatory programs and participate in developing, maintaining and implementing changes to the firm's policies and procedure.
 - Leads work stream and representing the initiatives at Senior Management and Steering Committees.
 - Develops project plans and oversee project implementation and participates to deliverables, including resources, and budgets.
 - Influences decisions, and escalate issues for discussion and resolution.
 - Identifies gaps in resources and advocate to management and functional areas for appropriate changes.
 - Manages end-to-end project work streams to ensure deadlines are met and any regulatory initiatives are implemented efficiently and effectively.
- Risk Oversight Monitoring – Provides strategic and tactical direction to the business in the implementation and execution of operational risk, regulatory compliance risk, third party risk and money-laundering / terrorist-financing risk:
 - Oversees, participates and implements the day-to-day management of Risk Management Frameworks.
 - Monitors and overseeing the resolution of escalated issues to minimize impacts to the overall risk appetite.
 - Monitors implementation/progress against schedule timeframes/milestones/roadmaps.
 - Resolves issues and identifying and deploying action plans with team members/stakeholders/business lines to meet objectives, overcome obstacles and/or recommend alternatives.

- Ensures the business meets regulatory requirements by complying with the OSFI Guidelines E21 (Operational Risk), E13 (Regulatory Compliance), B10 (Outsourcing of Business Activities) and B8 (Money Laundering and Terrorist Financing).
- Leads aspects of compliance and identify actions or changes in policy / procedures in order to remediate non-compliance:
 - Reviews and managing all new / revised regulatory requirements and determine impact to the business.
 - Supports the assessment of current state, identifying gaps and ensuring appropriate governance structure is in place.
 - Manages the preparation of the business requirements that will guide and ensure the business is aligned with the regulators change and implementation.
 - Manages and maintain all regulatory issues identified and act as a change agent to implement and apply appropriate corrective actions.
 - Maintains a current understanding of the regulatory environment and having a comprehensive understanding of the implications to the business.
 - Leadings ad hoc projects, initiatives, meetings in conjunction with regulatory / audit and other departments that are critical to Jarislowsky Fraser.
 - Develops collaborative relationships with the key stakeholders and partners of Jarislowsky Fraser, including first line Scotiabank Global Wealth Management (GWM) Internal Controls Team (1B and AML) and second line control teams (Global Compliance, Global AML).
- Drives Regulatory Training and Communications:
 - Develops senior management reports and tracking all outstanding regulatory issues.
 - Leads overall communication with stakeholders.
 - Manages regulatory training programs to ensure alignment with requirements.
 - Participates and represent the business at industry committee and working group meetings, and gathering market insights.
- Leads 1A Compliance oversight for the business:
 - Provides oversight for Tier 1 supervision / compliance practices across all offices and activities
 - Ensures that the business line meets its Tier 1 compliance oversight, complies with the governing regulations and internal policies and procedures.
- Leads 1A AML support for the business:
 - Works with the Scotiabank GWM 1A Director AML, support the development, implementation and documentation of Scotiabank's AML / ATF risk management framework for the business.
 - Identifies unacceptable AML/ATF risks and collaborate with the business to manage and escalate
- Leads 1B support for the business:
 - Works with the Scotiabank GWM 1B team, support the development, implementation and documentation of Scotiabank's 1B risk management framework for the business
- Understands how the firm's risk appetite and risk culture should be considered in day-to-day activities and decisions.
- Creates an environment in which the team pursues effective and efficient operations of the respective areas, while ensuring the adequacy, adherence to and effectiveness of day-to-day business controls to meet obligations with respect to operational risk, regulatory compliance risk, AML/ATF risk and conduct risk, including but not limited to responsibilities under the Operational Risk Management Framework, Regulatory Compliance Risk Management Framework, AML/ATF Global Handbook and the Guidelines for Business Conduct.
- Builds a high performance environment and implements a people strategy that attracts, retains, develops and motivates their team by fostering an inclusive work environment and using a coaching mindset and behaviors; communicating vision/values/business strategy; and, managing succession and development planning for the team.d how the Bank's risk appetite and risk culture should be considered in day-to-day activities and decisions.

Reporting Relationships

Primary Manager:	<ul style="list-style-type: none">• CFO and Managing Director, Business Operations, Jarislowsky Fraser
Direct Reports:	<ul style="list-style-type: none">• JFL 1A and 1B Team (3 employees)

Dimensions

<ul style="list-style-type: none">• Portfolio Management/Industry expertise• Thorough, current knowledge of the regulations and best practices is strongly recommended• Bilingual environment (French is an asset)• Must be comfortable operating within a multi-office, national firm, driving business strategy within Scotiabank's enterprise risk frameworks

Education / Experience / Other Information

Essential Criteria: <ul style="list-style-type: none">• Legal/portfolio management/business degree or equivalent• 8+ years previous experience in compliance oversight and/or risk management• Firm understanding of legal and regulatory requirements with prior experience in CSA-regulated securities registrants• Strongly developed multi-tasking skills• Expert analytic and problem-solving capability• Exceptional presentation and written communications skills• Highly developed influencing skills• Proven track record of meeting deliverables and managing within budgets• Bilingual (written and verbal) would be an asset

Working Conditions

- Work in a standard office-based environment; non-standard hours are a common occurrence.
- Incumbent will work in a fast-paced and high stress environment.
- Significant added pressure may be experienced due to tight deadlines, the complexity of assignments, competing priorities, and having to deliver on ad hoc requests for information from Senior Management.
- Workload can often exceed regular work hours.

We welcome all applications and wish to thank all candidates for their interest in applying for this position. However, only individuals selected for interviews will be contacted. Please send your CV and cover letter to edaoust@jflglobal.com.