*IB 12430426*

*Manager, Global Pensions and Benefits Programs for Locally Engaged Staff*

**The environment**

Global Affairs Canada operates Canada’s 178 embassies and missions in over 112 different countries. 74% of the workforce at missions (5200+ employees) is locally engaged staff who live and work permanently in countries other than Canada.

Global Affairs Canada is responsible for the locally engaged staff framework including the design and management of pension plans, insurance plans (health, dental, and life) as well as employer contributions made to various social security agreements.

Annual program expenditures are approximately $70 million with the combined valuation of these multiple program plans worth over $700 million.

**The role**

Canada is looking to transform this program over the next few years. As a result, there is an exciting opportunity to help shape the pension and insurance programs that are being delivered in Afghanistan to the United States and all places in-between.

To help with this transformation, we are seeking an interchange candidate with at least seven years of private sector experience in managing some of the diverse elements of the program. Under the program Director, the candidate would help design the program procedures and set up, prepare and manage a team of approximately 15 people divided by geographic responsibility. The role of the new team is to coordinate the delivery of the pension and benefits programs around the world.

The ideal candidate would have experience in some of the following areas:

* procurement of benefits programs,
* health/life insurance brokerage,
* actuarial services, and/or
* pension plan administration

They would also have experience supervising small teams and be able to demonstrate various behavioural competencies and areas of personal suitability. They would have to be able to be cleared to the level of Secret by the government of Canada.

**How it works:**

An interchange candidate would retain employment with their home organization. An acceptable candidate would be lent to Global Affairs Canada for a period of between 24 and 36 months. Salary would be reimbursed to the home organization. Modest moving expenses to the national capital region and back could be considered. Offices would be located in Gatineau, Quebec. The candidate should have linguistic capability in both French and English. The candidate may also need to travel.

For additional information, contact Mark Fletcher, Director General, Locally Engaged Staff, mark.fletcher@international.gc.ca.

<https://www.canada.ca/en/treasury-board-secretariat/services/professional-development/interchange-canada.html>

<https://www.canada.ca/fr/secretariat-conseil-tresor/services/perfectionnement-professionnel/echanges-canada.html>

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