About the Role

This is an opportunity for an experienced group retirement professional to step into a high-impact consulting role, giving strategic advice to some of Canada's leading employers on how to design, govern, and evolve their retirement programs. You'll work directly with client stakeholders, including senior HR, finance, and pension committees, consulting on plan design, investment lineups, governance and industry insight. The broad scope is both strategic and hands-on, and rests on building lasting client relationships. The role means being a trusted consultant in the group retirement industry, shaping group retirement plans that impact employers and their members' long-term retirement outcomes. The environment is collaborative and innovative in a firm with a multi-decade track record of growth. If this appeals to you, this role offers meaningful impact on clients and their employees, along with a place for you to grow a long-term career.

Responsibilities

Strategic Plan Design & Advisory

- Lead the design, implementation, and evolution of group retirement programs, with a focus on helping clients meet long-term effectiveness and member outcomes.
- Advise on plan structures, contribution formulas, governance frameworks, investment philosophy, and member engagement approaches.

Client Leadership

- Act as the primary consultant and trusted source for clients.
- Lead governance meetings, strategic reviews, and committee discussions with confidence and credibility.
- Deliver clear, relevant insights through thoughtful reporting and well-supported recommendations.

Investment Oversight

- Assess investment menus and fund performance.
- Prepare investment review materials and support discussions around asset allocation, fund lineups, and investment manager changes.
- Translate investment outcomes into plain language guidance for sponsors and committees.

LESLIE CONSULTING GROUP

Vendor Strategy & Market Expertise

- Maintain strong knowledge of Canadian retirement providers and product offerings.
- Support vendor evaluations, fee benchmarking, and RFP processes.
- Help clients navigate provider changes with a disciplined and transparent approach.

Governance & Regulation

- Stay current on Canadian pension legislation, tax rules, and regulatory expectations.
- Support fiduciary oversight, governance documentation, and disclosure best practices.
- Act as a steady compliance resource for clients navigating evolving requirements.

Technology, Data & Improvement

- Leverage retirement technology platforms and analytics for client-facing reporting.
- Contribute to the continuous improvement of internal tools, processes, and consulting delivery.

Growth & Business Development

- Identify opportunities to expand existing consulting services to clients and potential clients through referrals.

Qualifications

- 3+ years of experience in group retirement or pension consulting
- Strong understanding of Canadian CAP/DC retirement plans, governance models, and provider landscapes
- Professional designations such as RPA, CEBS, CFA, LLQP (or progression toward them) are an asset
- Excellent client-facing, presentation, and facilitation skills
- Analytical strength paired with the ability to communicate clearly and practically
- French language capability is an asset

Required Skills

- Strong understanding of Canadian CAP/DC retirement plans, governance models, and provider landscapes
- Excellent client-facing, presentation, and facilitation skills
- Analytical strength paired with the ability to communicate clearly and practically

Preferred Skills

- Professional designations such as RPA, CEBS, CFA, LLQP (or progression toward them) are an asset
- French language capability is an asset

Pay range and compensation package

We offer a competitive compensation package aligned with the industry.

- Base Salary: $90,000 – $120,000 depending on experience
- Annual Bonus: Performance-based bonus opportunity
- Benefits: Comprehensive health and dental benefits
- Retirement Savings Program: Employer-supported retirement savings plan
- Professional Development: Support for industry designations and continuing education
- Vacation: Competitive paid time off

Equal Opportunity Statement

This employer does not use AI to screen, assess, or select applicants.

About the Company

Leslie Consulting Group is a national benefits consulting firm that has achieved year-over-year growth for over 30 years. Today, we employ a team of 46 professionals serving over 1,200 companies and employers. Three pillars define our firm: innovative plan design, proactive client service, and competitive pricing. We have led the industry, being among the first to advocate for specialty carriers, EAPs, managed drug plans, HSAs, and flexible benefits, while investing in industry R&D. Our operational structure centres on proactive service—from dedicated account executives, pre-renewal marketing reviews, client service assessments, to annual plan evaluations. The capabilities of our service team are an industry differentiator. Central to our philosophy is delivering exceptional value through disciplined cost management, strategic technology, and a highly skilled workforce.

Please apply by May 1, 2026.

Apply here or use this link:
https://www.linkedin.com/jobs/view/4394492680/