

Executive Director, Pensions & Plan Governance University of Victoria

The University of Victoria acknowledges and respects the ləkʷəŋən peoples on whose traditional territory the university stands, and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day. UVic recognizes the importance of an inclusive and collegial culture in cultivating an extraordinary academic environment. As part of its commitment to fostering respect and reconciliation, the University is working to implement transformative programs to provide a welcoming, inclusive campus environment for all, and include the entire university community in Indigenous-engaged learning and equity focused initiatives, to promote mutual understanding and respect. UVic continues to be recognized as one of Canada's top diversity employers.

UVic is consistently ranked as one of Canada's leading research universities, demonstrating extraordinary depth of excellence across a wide array of graduate and undergraduate programs. The University's students, faculty and staff contribute to and benefit from the UVic Edge –dynamic learning and research within an exceptional academic environment. A welcoming and increasingly diverse community with a collegial leadership culture, UVic tackles issues that matter to people, places, and the planet. It's among the top 100 performing universities in addressing nine of the 17 United Nations sustainable development goals including a global ranking of 16 for climate actions by the Times Higher Education. Its vibrant Pacific Rim location inspires new ways of thinking and action in a community rich with Indigenous and international perspectives, while its size and culture nurture personal connections on campus and beyond.

Recognizing that people are its primary strength, the University provides three internally managed and distinct pension plans for approximately 6,000 members with total assets in excess of \$2.0B. The opportunity exists for a new Executive Director, Pensions to bring strong pension knowledge and expertise to a diverse and professionally stimulating set of pension plans - a defined benefit plan mainly for unionized staff, a defined contribution plan for part time employees and a hybrid plan for faculty, management excluded, and other professional staff. The hybrid and defined contribution plans are governed by a Board of Trustees that has ultimate responsibility for the administration of those plans, whereas the defined benefit plan is administered by the University.

The Executive Director, Pensions and Plan Governance leads the Pension Office Team, which, on behalf of the Pension Plan Governance bodies, provides benefit administration, retirement planning information, policy development and secretariat support. The Executive Director also manages all aspects of policy development; fulfills plan regulatory requirements by producing statements, annual reports, and financial statements, oversees investment management and ensures confidentiality, retention and privacy of all pension records. This position also initiates, oversees and evaluates all major contracts with third party service providers (plan administration, investment management, asset consultants, actuarial services, legal services, communication services) and advises the Board on any changes required.

The ideal candidate will bring a demonstrated track record of success as a pension lawyer, actuary, or plan administrator who has provided strategic policy advice to a public or private sector pension plan in a complex environment. Strategic and proactive, the preferred candidate will demonstrate superior interpersonal skills and financial acumen.

To explore this opportunity further, please click [Apply](#).

We thank all applicants for their interest in this position. Please note that we will only be in contact with those individuals moving forward with our client.