

Job Posting: Director, Investments and Financial Management

Company Overview:

Pioneered in 1939, the Co-operative Superannuation Society (CSS), located in Saskatoon, Saskatchewan, provides pension and retirement services to its membership. The CSS is the Administrator of the CSS Pension Plan (the Plan), one of the oldest and largest defined contribution pension plans in Canada. With approx. \$5 billion in assets, CSS Pension Plan serves approx. 300 employers and 57,000 current and past co-operative and credit union employees across Canada, including more than 9,000 retirees.

CSS is very proud of the strong organizational culture its team has created, which is guided by something we affectionately refer to as our “Pillars of Collaboration,” which emphasizes the values of respect, commitment and communication. CSS is a certified Great Place to Work® workplace. Alignment with CSS’ culture is an important criterion in our recruitment decisions.

Summary

Based in CSS’ Saskatoon office, the Director, Investments and Financial Management (DIFM) is responsible for the strategic leadership and management of CSS’ investment and pension portfolios. The DIFM works with the Executive Director and CSS Board to set the long-term investment strategy, oversee asset allocation, risk management, manager selection, and performance monitoring. This role plays a key part in safeguarding and growing CSS’ investment assets to meet current and future obligations and to enable CSS members to achieve financial security in retirement.

We seek a strategic and results-oriented investment professional to lead a team of investment, finance and accounting professionals to execute our vision while ensuring alignment with CSS’ values, investment beliefs, and strategic goals. The DIFM has deep expertise and experience in managing large, diversified, multi-asset investment portfolios designed to support the needs of defined contribution pension plan members.

The successful candidate will also be someone who embraces a “digital-first” mindset and sees the possibilities that technology can bring to optimize the efficiency and effectiveness of CSS’ investment management function. You participate in relevant industry associations, and you are dedicated to remaining current on investment trends, new developments, risks and issues of relevance to the successful management of institutional portfolios.

Key Responsibilities

- Drive the development, implementation and management of investment strategies consistent with best practices in the defined contribution pension plan industry and the specific characteristics and needs of the CSS' membership
- Leads and oversees the Plan's investment, finance and accounting team
- As a member of CSS' executive team, provides leadership in the development and implementation of CSS' organizational strategies
- Expertly advises and educates CSS' Board and other governance stakeholders on investment matters pertinent to CSS and its members
- Oversees and manages CSS' investment portfolios and pension fund, and leads CSS' outsourced investment management services and activities
- Ensures the integrity of CSS' daily valuation and unit pricing processes
- Manages and contributes to the annual production of CSS' audited financial statements
- Oversees and manages the selection, termination and performance of CSS' external asset managers
- Presents investment performance and other related information to CSS employer and employee members, CSS directors, delegates, and other stakeholders
- Interacts directly with Plan members regarding complex investment topics and portfolio performance topics
- "Models the way" promoting a culture of excellence, integrity, innovation and continuous learning

Qualifications, Skills and Abilities

Experience:

- 10+ years of progressively senior experience in investment management
- Demonstrated success managing multi-asset portfolios and working with institutional investors
- Experience in both public and private markets is highly desirable
- Experience in financial/accounting operations and reporting

Education and Credentials:

- Degree in Finance, Economics, Business Administration, or related field
- CFA or similar professional designation preferred

Skills and Competencies:

- Strong analytical, critical and strategic thinking skills
- Excellent leadership, communication and negotiation abilities
- High ethical standards and sound judgment
- Deep understanding of investment principles, global markets, and economic indicators
- A strong desire to help Plan members achieve financial security in retirement

Considered an Asset:

- Experience working in a pension plan environment
- Experience working with co-operative enterprises

CSS offers a competitive compensation and benefits package as well as a fun, challenging and inclusive work environment.

To Apply:

Please forward your resume and cover letter (including compensation expectations) to:

CSS Pension Plan
Attn: Human Resources
Email: hr@csspension.com

Competition closes: August 15, 2025

Applicant information is collected and maintained pursuant to CSS' Privacy Policy (please see website for more information). Background checks will be completed on successful candidates.

We thank all applicants for their interest. However, only those applicants selected for an interview will be contacted.