



## WHO WE ARE LOOKING FOR:

The Winnipeg Civic Employees' Benefits Program is committed to providing exceptional service and operational excellence. As we continue to grow, we are seeking a Chief Modernization Officer (CMO) to join our executive team. This position will be responsible for driving modernization initiatives, leading the Information Systems team, and aligning technology and operations with the organization's strategic goals. The CMO plays a vital role in enhancing the accuracy, efficiency, and service quality of pension administration for our members and their beneficiaries. If you are a visionary leader who thrives in a collaborative environment, values innovation and team development, and is committed to cultivating a positive workplace culture—while advancing service excellence—this opportunity is the ideal next step in your career.

## OUR COMMITMENT TO YOU:

- We are a team of dedicated professionals striving to create one of Canada's best-managed pension plans.
- We offer opportunities for continuous learning and leadership growth.
- We support your well-being through comprehensive physical, mental, and financial wellness programs.
- We are committed to Diversity, Equity, and Inclusion, fostering a workplace where everyone thrives.

## WHAT WE OFFER YOU:

- A competitive salary and benefits package that includes vision and dental coverage, optional extended health benefits, generous vacation allotment and a defined benefit pension plan.
- Employee & Family Assistance Program (EFAP).
- Flexible work hour options to support your lifestyle.
- Training and mentoring to support your career development with us.
- A growth trajectory that extends upward and outward, providing you with supplemental education and encouraging you to develop new skills.
- A strong work-life balance.

## ABOUT THE WCEBP

With origins dating back more than 100 years, *The Winnipeg Civic Employees' Benefits Program* is comprised of a multi-employer pension plan with defined benefit components, and a long term disability plan. The City of Winnipeg and eight other employers participate in the *Program*. WCEBP also provides day-to-day administration services to the *Winnipeg Police Pension Plan*. Combined, WCEBP provides administration services to over 22,000 active and retired members and manages approximately \$9 billion in assets.

The *WCEBP* is committed to integrity, service excellence, and operating in the best interest of our Members. Our Vision is to be considered by Members and industry peers as one of the best-managed pension plan organizations in Canada.



## WHAT YOU WILL DO:

### Technology and Process Modernization:

- Direct the implementation, integration, and support of modern systems for pension, benefits, and financial administration, including a pension administration platform, accounting system, document management repository, and web portals.
- Align all technology initiatives with long-term business goals and operational needs.
- Collaborate with the Director of Information Systems to ensure the cybersecurity program, including incident response and risk mitigation strategies, are aligned with technology changes.
- Evaluate and modernize administrative processes to enhance efficiency, accuracy, and service quality.
- Deploy innovative tools and digital solutions to streamline workflows across departments.
- Leverage automation and data analytics to enhance and drive productivity and member-centric service delivery.

### Project and Performance Management:

- Develop and deliver training programs and provide daily training, mentoring and guidance, sharing real-time feedback (both to reinforce positive behaviour as well as developmental coaching).
- For each direct report, set annual performance objectives, conduct performance check-ins and complete performance reviews.
- Conduct regular operations meetings to ensure accurate, timely processing of pension and benefits and to check in on team morale, workload and continuous improvement ideas.

### Stakeholder Communication and Engagement:

- Effectively communicate technology and transformation initiatives to internal and external stakeholders.
- Collaborate with department leaders, participating employers, auditors, and executive leadership to align modernization efforts with organizational goals.

## WHAT IS THE COMPENSATION?

\$179,000 - \$239,475 (based on qualifications and skills)

*We thank all applicants, but only candidates selected for an interview will be contacted. Prior to starting employment with WCEBP, the selected candidate will be required to successfully complete a background check, which may include proof of education/qualifications and a criminal record check.*



## WHAT WE ARE LOOKING FOR?

- Bachelor's degree in Computer Science, Engineering, Finance, or a related field is required.
- MBA or equivalent graduate degree is preferred.
- Minimum 10 years of senior leadership experience in the pension industry.
- Demonstrated success in leading enterprise-wide change and implementing strategic technology solutions.
- In-depth knowledge of pension plan systems, pension processes, pension regulations and stakeholder expectations.
- Proven ability to manage large, complex projects and cross-functional teams using structured project and change management methodologies.
- A flexible approach to work and a positive attitude, including the willingness and ability to learn and adapt to change.
- Excellent communication and interpersonal skills, with a proven ability to build trust and alignment across diverse stakeholder groups, including Boards, auditors, regulators and internal teams.
- Skilled in translating complex technical information to non-technical audiences, including executive leadership and governance bodies.

## READY TO APPLY?



Please submit your cover letter and resume outlining your qualifications to WCEBP Human Resources, by emailing [carriepotts@winnipeg.ca](mailto:carriepotts@winnipeg.ca) no later than **August 1, 2025**.