



WHO WE ARE LOOKING FOR:

The Winnipeg Civic Employees' Benefits Program (WCEBP) is seeking an experienced Manager, Enterprise Risk & Compliance to join our leadership team and play a key role in establishing the foundation of our enterprise risk and compliance function. Reporting to the Chief Financial Officer, you will lead the development and advancement of WCEBP's Enterprise Risk Management (ERM), compliance and internal control frameworks.

This is an opportunity to build and shape foundational practices, tools and processes that will strengthen how risk is identified, assessed, monitored and reported across the organization. Working collaboratively with Executive Leadership, management, the Audit Committee and Boards, you will help embed a risk-aware culture and ensure risk oversight continues to evolve alongside WCEBP's strategic objectives, fiduciary responsibilities and regulatory obligations.

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 extended health benefits, generous vacation allotment and a defined benefit pension plan.
- Flexible work hour options.
- Employee & Family Assistance Program (EFAP).
- 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 \$10 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:

Enterprise Risk Management:

- Lead the development, implementation and continuous improvement of WCEBP's Enterprise Risk Management (ERM) framework.
- Develop and maintain the enterprise risk register, risk assessment methodology, risk appetite and tolerance measures, key risk indicators and enterprise risk reporting.
- Facilitate enterprise-wide risk assessments and work with risk owners to identify, assess, monitor and mitigate strategic, operational, financial, regulatory, technology and emerging risks.

Compliance & Internal Controls:

- Develop and maintain WCEBP's compliance management and internal control frameworks.
- Monitor regulatory and industry developments, assess organizational impacts and support effective policies, controls and compliance practices.
- Coordinate compliance assessments, control reviews and assurance activities, including the monitoring and resolution of identified gaps.

Operational Resilience & Third-Party Risk:

- Lead business continuity, operational resilience and incident management planning, including testing and continuous improvement.
- Develop and maintain risk management practices for critical vendors, service providers and outsourced partners.

Risk Reporting & Advisory:

- Provide meaningful risk and compliance reporting, dashboards and recommendations to Executive Leadership, the Audit Committee and Boards.
- Provide strategic advice and practical guidance across the organization and help embed a strong, risk-aware and compliance-focused culture.

WHAT IS THE COMPENSATION?

\$120,227 – \$160,302 (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 Accounting, Commerce, Business Administration, Finance, Risk Management, Public Administration or a related discipline.
- Professional risk management designation or certification such as CRM, CRMP or an equivalent risk management designation.
- Minimum six (6) years of progressive experience in enterprise risk management, compliance, internal audit, internal controls, operational risk, regulatory compliance or a related advisory function.
- Demonstrated experience developing, implementing or maturing enterprise-wide risk, compliance or internal control frameworks.
- Strong knowledge of ERM principles and frameworks, risk assessment methodologies, risk appetite and tolerance, key risk indicators, compliance management and internal controls.
- Strong communication and relationship-building skills, with the ability to advise senior leadership and prepare clear executive, Committee and Board-level reporting.
- Experience within pension administration, financial services, insurance, the public sector or another regulated/fiduciary environment is preferred.
- CPA, CISA, CIA, CRMA or related professional designations are considered strong assets.
- Knowledge of pension-sector fiduciary oversight and applicable pension regulatory requirements is considered an asset.



READY TO APPLY?

Please submit your cover letter and resume outlining your qualifications to Suzanne Buckley via email: sbuckley@winnipeg.ca by **October 12, 2026**.