

## **Job Posting: Vice President, Governance**

Professional Engineers Ontario (PEO)

Established on June 14, 1922, PEO is the licensing and regulating body for professional engineering in the province. PEO operates under the authority of the *Professional Engineers Act* (the Act) to serve and protect the public interest by setting and upholding high academic, experience and professional practice standards for the engineering profession. For more information on PEO, visit [PEO.ON.CA](http://PEO.ON.CA).

In addition to regulating the practice of engineering and governing its licence and certificate holders, PEO undertakes initiatives that are neither regulatory nor related to governance. The resulting hybrid model of both regulator and association requires examination to ensure alignment with Council's recent commitment to a multi-year governance renewal process that aims to transform PEO into a modern regulator that delivers on its statutory mandate, supported by a governance culture that enables it to consistently makes decisions that serve and protect the public interest.

### **Mandate**

The new position of Vice President, Governance, has been created to lead, redefine and restructure PEO's Secretariat office and lead an enhanced governance strategy, including a two-year, Council-approved Governance Roadmap as well as the mindset, structures, processes, practices and behaviours needed to support PEO's statutory mandate.

### **Key deliverables**

Contribute to PEO's organization renewal by reinvigorating and rebuilding the Secretariat office ensuring it is endowed with the structure and competencies required of it under its mandate.

Develop and mentor the team to elevate their performance, ensuring that Council and volunteer groups have dedicated resources, timely access to information and a high level of coordinated service and support to enable the effective and efficient functioning of Council.

Guide the strategy behind the organization's enhanced governance processes and codes of conduct, ensuring continuity through institutional memory and continuous and sustainable practices.

Effectively liaise with internal and external stakeholders, including PEO's governance advisors, ensuring that the Governance Roadmap is acted on and systematized.

Help resolve the inherent competing interests between PEO as a regulator versus advocacy group by reassessing committee outputs to determine which should be kept, which could be combined.

Build trust and sustain a strong collaborative relationship with Council and volunteer groups, helping reconcile personal aspirations and objectives to achieve consensus and maintain focus on policy and strategic matters relating to PEO's regulatory mandate.

Support governance enhancement by implementing governance, risk and compliance policies, processes and procedures that are based on recognized best practices.



**Professional Engineers**  
Ontario

### **Qualifications**

This is a very visible opportunity to display exemplary leadership, project management and relationship-building skills in creating and achieving a far-reaching vision. This will be a demanding role and will require the talents of a first-class administrator – one who is able to overcome bureaucratic thinking to drive lasting transformation.

This is not a role for someone to grow into. To be successful in this role, one must be a seasoned professional and governance expert familiar with the rules of order and current practices to advise and assist with the whole process of formulating policy as practised by boards and committees. A working knowledge of associations and, preferably, regulated professions and frameworks would be beneficial but being a quick study to gain an understanding of PEO's operations and multi-stakeholder environment is more important. Familiarity with legal and regulatory requirements is a must as is the ability to counsel.

Finally, strong interpersonal skills are required to work effectively with diverse groups of people; advise in a calm and neutral manner; bring balance to pressured situations; and mediate and lead in achieving consensus.

PEO is strongly committed to equity and diversity and encourages all qualified candidates to apply.

We thank all applicants in advance for their interest; however, only those selected for an interview will be contacted.

To apply please submit a resume with cover letter to: Lenka M Los, Practice Lead, WMC, [lenka@wmc.on.ca](mailto:lenka@wmc.on.ca), no later than October 23, 2020.