

Director Licensing

Professional Engineers Ontario (PEO)

Position Profile

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Established on June 14, 1922, Professional Engineers Ontario (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. Only individuals licensed by PEO are permitted by law to undertake and assume responsibility for engineering work in Ontario. For more information on PEO, visit their website: PEO.ON.CA

PEO's governing body is a Council comprising 23 to 32 individuals, including elected professional engineers and appointments made by the office of the Attorney General of Ontario. Council provides the overall direction for the regulator and the profession and upholds PEO's duty to serve and protect the public interest as defined in the Act.

Mandate

Since 2019 PEO has embarked on an ambitious journey of renewal, informed by both a regulatory and organizational review, to transform PEO into a modern regulator that delivers on its statutory mandate, supported by a governance culture that enables it to consistently make decisions that serve and protect the public interest.

As a professional, modern regulator, PEO will have:

- a) Adopted right-touch regulation principles and applied them to all of its work.
- b) Adopted regulatory practices based on right-touch regulation principles.
- c) Focused its resources on delivery of its statutory mandate.

In advancing its transformation PEO has restructured its operations to create both a stable foundation and to enable future evolution. PEO has enhanced governance, segregated regulatory operations and is in the process of enhancing its strategic capabilities. Through the restructuring PEO's Regulatory Division is comprised of the departments that fulfill the functions that are mandated under the Act, admissions, registration, enforcement, investigation and prosecution.

The new role of Director Licensing has been created to lead a multi-year transformation of PEO's licensing processes and practices, intended to consolidate, streamline, and evolve its admissions, assessment and registration functions ensuring they are technology-enabled, secure, defensible, and efficient.

Outcomes

The key core outcomes that have been determined for success in the role are as follows.

Working closely with the Executive Leadership Team (ELT) develop a multi-year transformation plan for Licensing applying rigorous project and change management practices.

Be the project sponsor working closely with PEO's Organizational Effectiveness and Information Technology teams in the development of a licensing technology roadmap.

Refine the department structure and competencies and develop and mentor the Licensing team to elevate performance and instill accountability creating an environment conducive to learning, innovation, and continuous improvement.

Identify, prioritize and implement strategic objectives and operational goals ensuring that PEO's Licensing apparatus is consistent, fair and robust, grounded in the Legislation and is optimized for accessibility and ease of use.

Key Accountabilities

STRATEGY & LEADERSHIP

- Work collaboratively with the ELT in planning, priority setting and developing strategies that support PEO's future vision and regulatory mandate.
- Build a high-functioning team enhancing competency and capacity as needed and cultivating engagement through training, coaching, and mentoring.
- Assist in the delineation of operational functions and accountabilities by defining performance objectives and authority frameworks.

REGULATORY TRANSFORMATION

Acting on behalf of the Registrar, direct ongoing transformation and operational performance of all Licensing functions to ensure fair, inclusive, effective, and administratively efficient admissions and registration practices and procedures; and, to ensure that professional licensing opportunities are accessible and timely for all applicants. Specifically,

- Mitigate risk and service disruption during the implementation of process changes and enhancements by ensuring that the licensing process requirements are acted on with a coherent approach.
- Ensure that services are delivered with high levels of customer services and performance standards front of mind and that changes to application processes are communicated effectively.
- Lead expert teams to design, develop and implement outcomes-based process improvements and enhancements.
- Act as key project member for a new digital strategy for technology projects to continue to drive automation across the division.
- Ensure that the public register of licensed engineers and other public directories published by PEO are complete and kept up-to date.

GOVERNANCE

- Maintain effective working relationship with statutory committees (ARC/ERC) to ensure that they stay true to their mandates.
- Establish process KPIs and metrics. Create reports to enable effective committee function.

Qualifications

The ideal candidate will possess:

- Progressively more responsible and accountable senior leadership experience in a similar capacity, preferably in a regulatory environment, including working knowledge of applicable legislative frameworks.
- Credibility as an operational leader with the skills to build, implement and manage change within a complex or matrixed environment in the business services sector.
- Business planning expertise establishing goals and objectives, prioritizing based on critical organizational strengths and weaknesses, anticipated impact, and feasibility of completion; managing and mitigating implementation risks; assigning accountability and resources; and setting timelines and tracking status.
- Expert skills in building partnerships and strategic alliances for working with a diverse range of stakeholders, exercising tact and diplomacy, remaining focused, modeling impeccable integrity and displaying a positive attitude in the face of pressure.
- Strong presentation and written and verbal communication skills.
- A bachelor's degree in relevant field of study relevant to the role (engineering or geoscience preferred) and supplemented by substantial professional development at the Senior Management and Executive Levels.
- A university degree in a relevant discipline and Professional Engineer designation.

In these times, we rely on a balance of on-site and virtual team meetings and management practices to support both performance and collaboration.

PEO values diversity and is an equal opportunity employer. PEO is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act.

We thank all applicants in advance for your interest in our organization and advise that only those candidates selected will be contacted.

If you would like to apply for this role, please forward your resume and a cover letter outlining salary expectations to talent@lm2collective.com by January 31, 2022.