

Job Summary

UBC has appointed a Chief Audit & Risk Officer with the mandate to create a strategic unit that is sought after for advice and counsel by organizational leaders across both campuses. The Chief Audit and Risk Officer position oversees the previously separate functions of Internal Audit and Enterprise Risk Management.

The mandate of the Enterprise Risk Management function is to deliver an enterprise risk management framework that the University integrates with its strategy-setting and operational activities to assist institutional leaders and their teams in managing risk through creating and preserving value.

The Director, Enterprise Risk Management works closely with the Chief Audit and Risk Officer and the Director, Internal Audit to build a best in class integrated enterprise risk and internal audit function. The role will contribute to the setting the strategic direction of the integrated unit and will oversee the delivery of the enterprise risk management framework.

Organizational Status

This position reports to the Chief Audit and Risk Officer. The Director will lead a small team of risk professionals and may manage other department staff as required. This role will work closely with the Director, Internal Audit to ensure maximum value is obtained from aligning and integrating the enterprise risk and internal audit teams while maintaining the appropriate level of independence. The Director, Enterprise Risk Management will also collaborate with other risk, compliance, and assurance functions across the University.

Work Performed

- Provides direction and oversees the design and implementation of the organization's enterprise risk management framework.
- Ensures enterprise risk management is effectively integrated with the UBC Strategic Plan and provides maximum value to all UBC stakeholders.
- In collaboration with the Director, Internal Audit, works to ensure the framework and supporting risk capabilities provide reliable information on top institutional risks (which include academic, financial, reputational, operational, natural hazards, and strategic risks) so that these can be a primary driver in defining internal audit priorities.
- Develops and leads a collaborative, effective and capable team in a distributed environment with the expertise to ensure leading practices and subject matter knowledge that accommodate the University's key risks.
- Remains current with the evolving discipline of enterprise risk management, particularly in relation to emerging risk trends, the integration of risk with organizational strategy, risk appetite frameworks, and key performance and risk indicators.
- Ensures all enterprise risk management services are best in class and are delivered in a timely manner through the appropriate balance of levels of staff, internal expertise and external providers.

- Creates and implements a continual improvement and quality assurance program for the Enterprise Risk Management function; implements a robust set of processes and metrics to provide ongoing assurance that the enterprise risk team, framework and capabilities continue to add significant value to UBC and its stakeholders (including the Audit Committee, Executive Team, Deans, and administrative unit leaders).
- Works with the Director, Internal Audit, to oversee the creation and implementation of a robust enterprise risk training strategy to enhance the level risk awareness across the University and build a risk-informed continuous improvement culture.
- Builds strong strategically-focused relationships with University leaders and provide proactive and value add risk services in a collaborative manner.
- Provides direction and oversees the delivery of risk assessment projects (including large, complex, institution-wide reviews) and risk reports that are delivered to organizational leaders to support strategic and operational decision-making.
- Provides proactive and expert strategic-level risk advisory services around significant transformation and change initiatives and programs.
- Represents Enterprise Risk Management on strategic-level campus-wide committees.
- Directs and oversees the building of capacity in faculties and departments to enhance risk management capabilities at all levels across the University.
- Responsible for the timely delivery of enterprise risk materials for Executive Team and Audit Committee meetings.
- Will attend Audit Committee and Executive Team meetings with the Chief Audit and Risk Officer as necessary.
- Leads a team of risk professionals and other department staff as required.
- Facilitates the design of the University's ERM framework to manage risk to generally comply with established risk management standards.
- Works to facilitate that the risk management framework and culture are pervasive across all the University.
- Works with University's Executive Team and support areas as required, to resolve any enterprise risk management issues and ensure their risk management needs are being met.
- Meets all requirements of relevant professional associations to maintain accreditation standing. Acts in accordance with professional standards.
- Responsible for overseeing the budget for the Enterprise Risk Management function.
- Performs other related duties as required.

Supervision Received

Reports to the Chief Audit and Risk Officer.

Supervision Given

Leads a small team of risk professionals and may manage other department staff as required.

Consequence of Error/Judgement

Judgment must be exercised. Lack of good judgment, errors or incorrect work could result in the failure to detect or prevent University risks. Consequences could include

- Inadequate or inappropriate risk management
- Mismanagement or misappropriation of university resources
- Non-compliance with university policies or statutory obligations
- Inaccuracies in university reports
- Inaccurate information to senior management or the Board resulting in errors in management decisions.

Failure to exercise judgment in dealing with sensitive and confidential matters could adversely influence the outcome of investigations, and negatively impact the reputation of a department and the University.

May have legal and labor relations implications.

This position has the opportunity to have a strong influence on the implementation of the UBC Strategic Plan and the core operations of the University.

Qualifications

University degree in a relevant discipline (graduate degree an asset). Professional designation in risk management (e.g. CRM, CRMA, and CRISC) required. Internal Audit or accounting designation an asset (e.g. CIA, CPA). . A minimum of ten years of risk management experience, or the equivalent combination of education and experience.

- Extensive knowledge of leading edge enterprise risk management practices and globally accepted frameworks.
- Ten years of experience at a senior level with risk management responsibilities and control experience in an organization with the scale and complexity, range of stakeholders, and a complex governance structure that parallels UBC.
- Tolerance for risk appropriately balanced with the organization's risk appetite.
- Previous experience leading an enterprise risk function and working in an integrated risk and audit environment considered an asset; internal audit experience an asset.
- Ability to assist the Chief Audit and Risk Officer with establishing a strategic direction and subsequently outlining initiatives and develop priorities in support of that vision.
- Significant experience working in a dynamic, project based environment with emphasis on timelines, and value realization. - Understands and is able to work effectively in the context of the culture and

traditions of a large, complex organization, and is able to engender the confidence and respect of faculty, staff and students.

- Proven ability to successfully contribute to complex projects and teams across a variety of different business areas.

- Ability to develop effective and collaborative relationships with organizational leaders, the Executive Team, and the Audit Committee that demonstrate professionalism and independence.

- Ability to deal with sensitive and confidential issues using well developed discretion and judgement.

- Ability to maintain absolute confidentiality of information and communicate only appropriate information to individuals at the appropriate time.

- Demonstrated ability to successfully, lead, motivate and manage a diverse team towards strategic goals of an enterprise risk management function.

- Strategic thinker and problem solver.

- Progressive, forward-looking, risk-based approach with a willingness to fully embrace leading edge practices.

- Able to prioritize and react appropriately based on risk and value.

- Innovative, dynamic, and adaptive.

- Courageous and direct.

- Strong planning and organizational skills.

- Strong verbal and written communication skills.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

To Apply:

https://www.hr.ubc.ca/careers-postings/staff.php?job_id=30932