

Position Profile

Position Title:	Vice President, Corporate Controller
Division:	Finance
Reports To:	Executive VP & Chief Financial Officer
Direct Report:	Director, Auto Fund Finance Director, Banking, Investments & Disbursements Director, Claims & Reinsurance Reporting Director, Financial Reporting & Budgeting Director, Revenue & Collections
Indirect Reports	30
Organization:	Saskatchewan Government Insurance (SGI)

The Challenge

Our President and CEO likes to refer to us as ‘the little insurance company that did.’ We’re not that small anymore and we’ve got a long history of setting goals and knocking them out of the park. Now we’re looking to our future filled with growth, transformation and change, with leadership of a high-performance finance and administration function— that’s where you come in.

We’re looking for a financial leader that knows firsthand what it takes to contribute to the overall success of a company. Someone with a can – do attitude and proven track record of implementing and maintaining effective policies, procedures and controls. This leader will be a savvy critical thinker with the skills to analyze data and identify trends, patterns and irregularities and effectively present these findings. Are you that leader?

About SGI

Saskatchewan Government Insurance (SGI) is a Crown corporation that is a subsidiary of Crown Investments Corporation of Saskatchewan (CIC), employing over 2,000 people with its corporate head office located in Regina, Saskatchewan. Our operations are split between the Saskatchewan Auto Fund, which administers Saskatchewan’s auto insurance program, and SGI CANADA, a fully-competitive property and casualty insurer operating in five Canadian provinces. SGI CANADA’s property and casualty product offerings include insurance for automobiles, homes, farms and commercial enterprises. SGI CANADA also offers a non-standard auto product in Ontario under the trade name Coachman Insurance Company. The Auto Fund also administers Saskatchewan’s driver’s license and vehicle registration program, as well as a number of driver and vehicle safety programs.

SGI CANADA works with a network of 190 independent brokers throughout Saskatchewan, as well as 218 brokers operating in Manitoba, Alberta, British Columbia and Ontario. The Auto Fund works with a network of nearly 400 private motor license issuers throughout Saskatchewan.

SGI’s History

In 1944, the Government of Saskatchewan created the provincial Crown corporation that is known today as SGI. It was created to make sure the people of Saskatchewan had access to affordably priced insurance with adequate and consistent coverage. At that point in time, poor economic conditions had driven many insurers out of the province.

In 1980, the compulsory vehicle insurance program for the province (the Saskatchewan Auto Fund) was separated from the competitive insurer offering additional property and casualty products (SGI CANADA), although both continued to be administered by SGI.

SGI CANADA has been operating in Manitoba since 1993. In 2001, it purchased 100% of the shares of Coachman Insurance Company operating in Ontario. It has been doing business in Alberta since 2006 and in British Columbia since 2015. In 2017, it began selling products in Ontario under the SGI CANADA brand name, in addition to the Coachman name.

SGI's Key Goals

SGI's areas of focus are:

1. **SGI CANADA growth** – Accelerate sustainable, profitable growth that protects the company's competitiveness and financial viability
2. **Customer centricity** – Develop a deeper understanding of how to increase value for customers; strengthen ability to deliver that value
3. **Traffic safety** – Prevent deaths, injuries and property damage caused by traffic collisions
4. **Operational excellence** – Enhance foundational business structures and processes, and develop employees to optimize delivery of the strategic plan

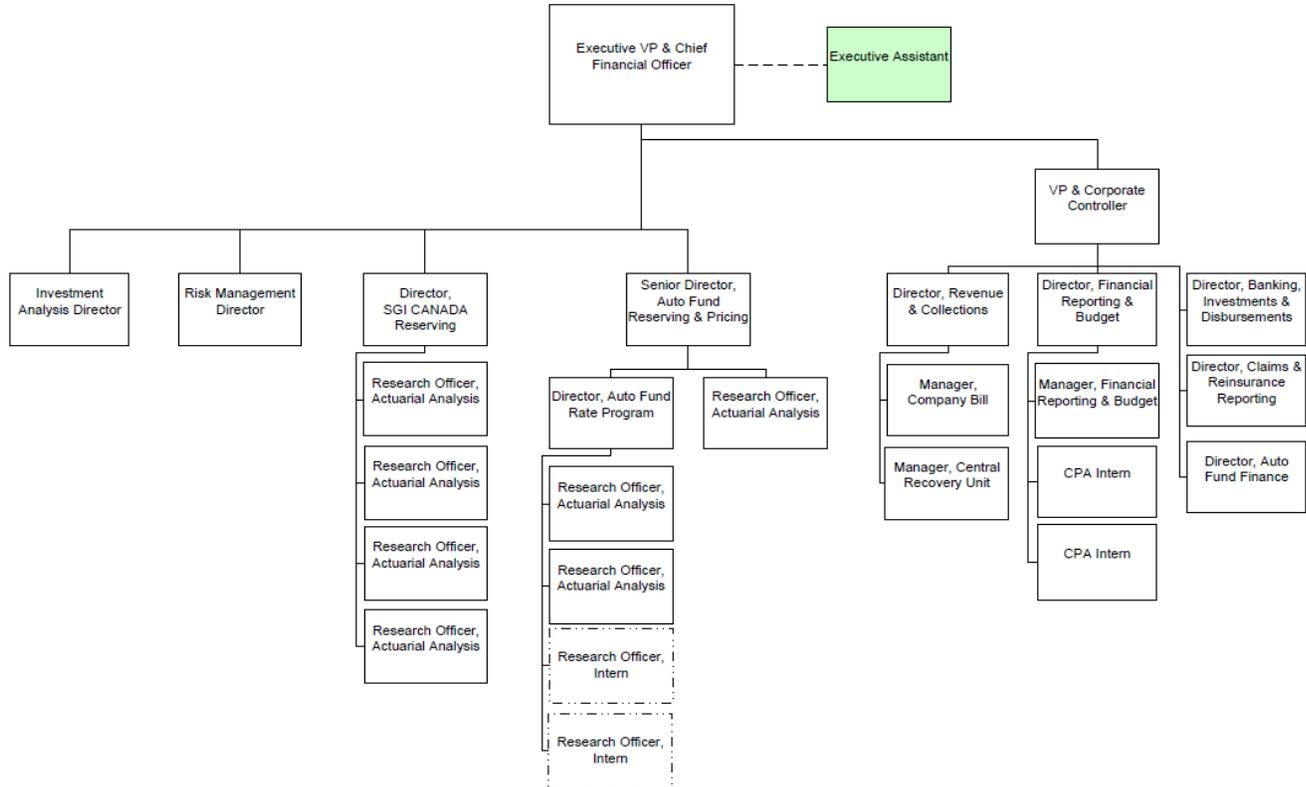
Better use of data and technology to more fully understand and serve customers - from segmentation by key customer characteristics to developing value-added services and products that meet customers' needs – is critical to achieving our strategic business objectives.

We also recognize that, to be truly customer centric, we must first be employee centric. So, we're also working to ensure employees are engaged and have the tools, training and desire to achieve corporate goals. If you're thinking this position has a lot to do with those tools, you're right.

Mission	We're your insurance company, offering protection that benefits you, your family and your community.	
Vision	SGI CANADA	
	•	Accelerate growth through great customer experiences.
	Auto Fund	
	•	Achieve the safest roads in Canada while caring for customers.
Values		
INTEGRITY		Doing the right thing (by being accountable, honest, trustworthy and fair)
CARING		Understanding that empathy, courtesy and respect make an impact
INNOVATION		Transforming how we do things today for an even more successful tomorrow

Finance Division

The Finance Division develops, implements and manages SGI's Accounting and Financial policies and procedures. The division is structured as follows:



The Position

The Vice President, Corporate Controller is a key strategic leader within the Finance Division. The person chosen for this position will help lead the development and implementation of a high-performance finance and administration function. The Vice President, Corporate Controller will be responsible for ensuring timely and relevant monitoring/reporting of the overall financial performance. This role is an excellent opportunity to join a longstanding and stable organization where you can add direct value to the business through assistance in guiding the company's financial decisions through solid analytical accounting and financial reporting — we need someone who's ready and willing to help shape that future and lead not only their team, but the entire company to that new reality. That future will be informed by our strategies to support and enhance business decisions, differentiate us within our markets and keep us competitive. This position will provide hands on leadership of SGI's accounting and financial reporting process. They will have knowledge of internal control frameworks, financial and other internal controls and financial auditing methodologies. It is also beneficial to have knowledge of the corporate structure, organizational units, business processes and how they interact to support the Corporation's operations.

Accountable to the EVP and Chief Financial Officer, the Vice President, Corporate Controller will be looked upon for leading, strategically directing and monitoring the planning, delivery and evaluation of finance functions for SGI and its regional operations. Don't worry, you'll have a big, talented team backing you up, with five management-level employees and about 30 employees. You will lead the development, execution and evaluation of divisional and corporate strategies, programs and policies in areas of responsibility while ensuring the programs and policies align with corporate strategies.

We're looking for an experienced leader who can identify and articulate future needs, plan for and lead strategically to meet those needs, and create an environment that allows employees to give their best in the midst of a dynamic and evolving work environment. You are a strategic, analytical and critical thinker who believes in fostering relationships through clear communication, mentoring and coaching to a finance team.

Education, Experience and Competencies

As part of the senior leadership team, you will have demonstrated experience implementing high level, results oriented financial strategies that support and enhance current operations within a customer driven environment. You'll also be experienced at both strategic and operational levels, possessing a collaborative leadership style with a proven track record of implementing and maintaining controls. If you're a strategic, engaging and analytical leader with excellent communication and leadership skills, if you have the drive and commitment to lead teams through change, and you're all about collaboration and building partnerships – this is a great opportunity for you.

You'll need a CPA designation and a bachelor's degree in, Business Administration, Commerce or a related discipline, with 8 or more years of senior management experience with increasing responsibility in the field of accounting and/or finance administration.

You'll also need strong knowledge of IFRS, Canadian taxation, financial accounting recording and reporting processes, and how accounting and financial information contribute to managements' understanding and decision making. The ideal candidate will also have extensive knowledge of corporate financial planning and budgeting methods along with the skills to define and manage project, operating and capital budgets. Considerable knowledge of the insurance industry would be an asset.

Competency Requirements

The Vice President, Corporate Controller is part of the senior leadership team and is responsible for ensuring that the organization maintains a viable financial position. As the CFO will rely on the technical skills and experience of the incumbent in this role, candidates must be able to demonstrate the following technical competencies:

- Accountability – Define and enhance organizational accountability
- Business Acumen — Strategically direct the organization, broadly weighing internal and external perspectives
- Change Agility — Create and express the vision for change
- Leadership — Lead the division/organization

Key Accountabilities

Financial Reporting (25%)

- Leads the process to prepare accurate and timely financial reports, financial statements and compliance reporting for internal and external users, including Management, the Board of Directors, the corporation's parent, regulatory bodies and rating agencies
- Leads the preparation of the annual audited financial statements and management's discussion and analysis section of the annual report. Leads in the development, implementation and evolution of the corporation's reporting processes in alignment with IFRS Standards and acts as a subject matter expert to the organization and other divisions to ensure compliance.

- Builds and maintains effective working relationships with internal and external auditors, ensures audit processes for quarterly and annual reviews meet professional standards.

Financial Planning and Budgeting (20%)

- Oversees the annual corporate budget process for approval by the Board of Directors.
- Oversees and directs the corporation's financial planning, quarterly variance reporting and budget management functions. Monitors and analyzes operating results against budget.
- Leads the preparation of financial outlooks and financial forecasts for internal and external reporting purposes.

Strategic Senior Management Leadership (15%)

- Collaboratively, as part of the VP team, participates by providing Executive Leadership Team (ELT) insight and feedback on the short and long term strategic direction of the corporation and recommends adjustments based on current environment.
- Works collaboratively to understand divisional short and long-term goals to achieve strategies.
- Provides input to ELT and Enterprise Project Management Office (EPMO) on resource commitments and capacity to deliver on the organization's goals and strategies.
- Supports the execution of company succession goals by collaboratively working together to execute on development opportunities outside of area of responsibility to ensure progressive movement in employee's growth and development and forward thinking.
- Reviews and approves divisional ELT information and decision items prior to proceeding for validation from ELT.

Financial Accounting and Analysis (10%)

- Establishes and maintains accounting policies and systems that comply with International Financial Reporting Standards, tax requirements and management reporting requirements to ensure accurate presentation of financial results.
- Performs financial analysis functions as required, to support business decisions and act as advisor to senior management.
- Oversees tax planning and ensures compliance with all federal, provincial and other applicable taxes.

Internal Controls Over Financial Reporting (10%)

- Oversees the corporation's annual CEO/CFO certification of internal controls over financial reporting process and provide related counsel to the CEO and CFO regarding their certification.
- Collaborates with senior management on establishing corporate risk management practices including the development of the corporate risk register.
- Identifies, evaluates and maintains strong oversight on risk in area of authority.

- Oversees and ensures the preparation of all related board reporting.

People Leadership (10%)

- Understands the importance of building a high performing workforce and actively leads or ensures human resource activities (staffing, change management, workforce planning) are executed to facilitate seamless customer experience and a prepared workforce.
- Monitors succession plans to ensure continuous knowledge transfer.
- Builds a culture of empowerment and accountability to effectively deliver on strategic vision and corporate strategies, ensuring integration with employee performance development plans.
- Drives performance through team members and is committed to leadership development across the company, supporting employees and workforce readiness through mentoring, training and developmental opportunities.

Corporate Management (10%)

- Ensures programs and policies are in alignment with corporate and divisional strategies.
- Manages risk in area of authority.
- Prepares, reviews and/or approves and oversees departmental/divisional budgets; ensures management of budget at appropriate level of leadership.
- Prepares decision requests, decision items and/or SGI board items.
- Ensures that the Health, Safety and Emergency Management Policy is applied in area of responsibility, including development, implementation and managing of program components specific to departmental health and safety requirements.
- Ensures departmental operations are economic, efficient and effective and that improvements are sought on a regular basis.
- Ensures department and program policies, procedures and guidelines are in compliance with applicable federal and provincial legislation and regulations; implements and evaluates changes to legislation and regulations.

This role will appeal to an analytical, ambitious and professional leader that can successfully drive SGI to achieve their strategic goals by providing quality financial information. You will have a robust accounting knowledge and an inherent curiosity for the numerical relationships and the reasonings behind them. You will be a leader that is interested in driving an organization forward and contributing to the overall growth. To further explore this opportunity, go to www.mnpconsulting.ca and submit your resume in confidence to Linda Beaudry, Practice Leader at linda.beaudry@mnp.ca by : August 6th, 2018.

We thank all interested applicants, however; only those selected to move forward will be contacted.

COMMUNITY SNAP SHOT

Often referred to as the Land of Living Skies, Saskatchewan, is located in Western Canada between Alberta and Manitoba, and borders the American states of North Dakota and Montana. With its diverse history and culture, more than 1.1 million people call Saskatchewan home. There are two major urban centers, Saskatoon and Regina, located in the middle and southern parts of the province, respectively.

Although Saskatchewan is known for its vast prairies, the landscape has so much more to offer — in fact, the majority of the province is made up of wooded forest. The northern part of the province is covered by the boreal forest and boasts tens of thousands of lakes and streams, ideal for the avid explorer or angler. The parkland is a transitional area between the boreal forest of the north and the extensive prairies of the south. It's in the beautiful parkland area where you will find rolling hills and deciduous trees.

Due to Saskatchewan's sweeping, natural beauty, there's an outdoor activity to choose from for everyone. Outdoor enthusiasts can enjoy any number of water based activities such as fishing, boating and canoeing; or can choose to explore Saskatchewan by bike, horseback or by foot (hiking, snowshoeing or cross country skiing). There are also great beaches and uncrowded parks to visit for those that would prefer to experience Saskatchewan at a more leisurely pace.

The provincial capital, Regina, was founded in 1882 and was transformed from a treeless plain into a beautiful city through the hard work of the pioneers who planted over 350,000 trees. Today, Regina is a bustling city that boasts one of the largest urban parks in North America with a total area of 2300 acres (Central Park in New York City is 834 acres). The city also enjoys an average of 2,338 hours of sunshine a year, which makes it the sunniest capital city in Canada.

The citizens of Regina enjoy a high standard living due to the city's economic success, its culture and heritage, its wide variety of attractions and several family friendly communities. There are several small towns within a 30-minute drive from the city, which allows people to enjoy the solitude of the country without sacrificing the amenities of city life — it's truly the best of both worlds!



Regina values quality education and, in addition to numerous public and private K to 12 schools, the higher education facilities of University of Regina, First Nations University of Canada, and the Wascana campus of Saskatchewan Polytechnic provide a wide range of opportunities for citizens and visiting students alike.



Residents and visitors to Regina can choose from a wide variety of attractions and activities, which include visiting the RCMP training depot and Heritage Center, attending a world-class sporting event like a Saskatchewan Roughrider home game, or attending the Canadian



Western Agribition. Other attractions include exploring Wascana Park, visiting restaurants and attending Casino Regina and Show Lounge. And boy do we love to shop, be it at one of the city's many one-of-a-kind local shops, our downtown farmer's market all summer long or maybe at more familiar retail chains located throughout the city. Come see why the city's slogan is 'I love Regina' and see firsthand why it rings so true for those of us who live here.