



Position Profile

EXECUTIVE VICE PRESIDENT, CHIEF INFORMATION TECHNOLOGY OFFICER

REPORTS TO: PRESIDENT & CEO

ORGANIZATION: SASKATCHEWAN GOVERNMENT INSURANCE

DATE: MAY 2026

ABOUT SASKATCHEWAN GOVERNMENT INSURANCE

SGI (Saskatchewan Government Insurance) was created in 1945 and has evolved into two distinct operations. The Saskatchewan Auto Fund is the province's compulsory auto insurance program, operating the driver licensing and vehicle registration system. The Auto Fund is financially self-sustaining, operating on a break-even basis over time. It does not receive money from, nor pay dividends to, the government.

SGI CANADA is the trade name of the property and casualty insurance division of SGI which offers products in five of Canada's provinces. It operates as SGI CANADA in Saskatchewan, British Columbia, Alberta, Manitoba, and Ontario, and also as Coachman Insurance Company in Ontario. Products are sold through a network of independent insurance brokers.

SGI employs over 2,000 people and works with a network of about 350 motor licence issuers in Saskatchewan. SGI CANADA works with more than 320 independent insurance brokerages in more than 1,800 locations in Saskatchewan, British Columbia, Alberta, Manitoba and Ontario.

Regina is the home of SGI's corporate head office along with the Regina Operations Centre (ROC). SGI operates twenty-one claims centres and six salvage centres across thirteen Saskatchewan communities. SGI CANADA also operates out of offices in Edmonton, Winnipeg and Toronto.

Vision:

- Transforming the SGI experience to promote peace of mind and safer communities.

Mission:

Auto Fund

- We are Saskatchewan's insurance company: providing exceptional value and traffic safety leadership.

SGI CANADA

- We deliver profit and growth through exceptional customer and partner experiences.

Values:

- Integrity - We do the right thing by being accountable, honest, trustworthy and fair.
- Caring - We make an impact through empathy, respect, inclusivity and staying true to our roots.
- Innovation - We transform our business through creativity, collaboration and continuous improvement.
- Passion - We are energized, engaged and inspired in the work we do.

ABOUT THE EXECUTIVE VICE PRESIDENT, CHIEF INFORMATION TECHNOLOGY OFFICER

The Executive Vice President, Chief Information Technology Officer (EVP CITO) is accountable for shaping and executing the organization's enterprise technology and data strategy to enable the achievement of corporate objectives and sustained business performance. This role ensures the alignment of IT and data capabilities with enterprise priorities, advancing a modern, integrated technology environment that supports operational excellence, innovation, and customer outcomes.

Working in close partnership with business leaders, the EVP CITO ensures technology and data investments are strategically prioritized to deliver measurable value, support balanced scorecard objectives, and position the organization to capitalize on emerging opportunities. In addition to information technology, the role also provides executive oversight for the Data Office, ensuring enterprise data, analytics, and digital capabilities enable informed decision-making across the organization.

The EVP CITO leads a large, complex portfolio and is responsible for a team of approximately 330 employees through a senior leadership structure that includes:

- Vice President, IT Strategy, Architecture & Performance
- Vice President, Solution Delivery
- Vice President, Data Office & SGIC Pricing
- Chief Security Officer
- Vice President, Transformation Stabilization and Business Relationship Management (temporary)

As a member of the Executive Leadership Team (ELT), the EVP CITO contributes to setting corporate direction, shaping strategy, and establishing organizational priorities. The role builds and sustains effective relationships with internal stakeholders, industry partners, and the broader government ecosystem, ensuring alignment, collaboration, and influence in advancing the corporation's mandate.

KEY ACCOUNTABILITIES

ACCOUNTABILITY 1: STRATEGIC EXECUTIVE LEADERSHIP

- Contributes, as a member of the Executive Leadership Team, to the development of the corporation's short- and long-term strategic direction, ensuring alignment of divisional plans, programs, and policies with corporate strategy, Board direction, and government priorities.
- Acts as a collaborative sponsor of cross-divisional initiatives, bringing an enterprise-wide perspective to decision-making and advancing an "SGI First" approach to organizational success.
- Demonstrates a strong understanding of Crown governance, regulatory frameworks, and shareholder expectations, ensuring these inform strategy development, policy alignment, and execution.

- Provides leadership in financial and operational stewardship by establishing direction for budgets, full-time equivalent (FTE) resources, and expense management, ensuring effective allocation of resources to achieve corporate objectives.
- Oversees divisional financial performance and contributes to corporate financial planning and strategy, ensuring commitments and resourcing requirements are aligned with organizational priorities.
- Works closely with the President & CEO and Executive Leadership Team to prepare, review, and present strategic, financial, and operational matters to the Board of Directors, Minister's Office, and Cabinet.
- Leads and supports enterprise risk management within the portfolio, including participation on the Risk Management Steering Committee, ensuring effective identification, mitigation, and oversight of risks.
- Champions a customer-centric approach, partnering with executive and senior leadership to shape and advance customer strategies across the organization.
- Leads, directs, and aligns change management strategies to support corporate and divisional priorities, ensuring organizational readiness and successful adoption of key initiatives.
- Builds organizational capability through effective workforce planning and succession management, supporting leadership development and employee growth.
- Fosters a culture of safety, accountability, and continuous improvement, reinforcing these as a shared responsibility across the organization.
- Establishes and maintains effective systems of internal control to support financial integrity, compliance with applicable legislation, and strong governance practices.

ACCOUNTABILITY 2: CORPORATE TECHNOLOGY AND DATA OFFICE ENABLEMENT

- Leads ongoing enhancements, evolution and roadmap of the technology estate, cyber security program and data office for the organization and ensures its integration with the corporate strategic planning process and resulting business strategies and plans.
- Provides single point of coordination and executive oversight for all technology estate and data office initiatives.
- Articulates the vision and latest industry developments in technology ecosystem capabilities with Executive and Senior Management to enable realization of corporate aspirations.
- Ensures that the organization exploits technology investments and establishes technology partnerships to advance SGI's competitive edge.
- Leads the development and long-term maturation of enterprise data office capabilities, ensuring the vision, roadmap and governance for data management, data architecture, quality, integration, and stewardship align with strategic goals.
- Oversees the continuous evolution toward integrated, enterprise-wide data models and scalable analytics capabilities, enabling increasingly sophisticated data driven decision making and adapting to changing strategic priorities.
- Oversees strategic programs and continual improvement of processes to deliver sustainable and responsive service to partners, customers, and employees.

- Understands end user's needs and preferences and ensures these are translated into intuitive, efficient technology solutions, working in collaboration with business and marketing partners to ensure alignment with business strategy and intentional experience design.
- Establishes a framework to monitor, analyze and regularly report performance of the technology estate, ensuring realization of balanced scorecard metrics and enterprise key performance indicators.
- Develops strategic industry and technology partnerships enabling SGI to achieve corporate objectives.
- Understands and anticipates competitor's technological developments and recommends strategic opportunities.

ACCOUNTABILITY 3: INFORMATION TECHNOLOGY STRATEGY

- Leads the development and evolution of enterprise IT strategy, ensuring alignment with corporate and business objectives and enabling delivery of key business outcomes.
- Guides the architectural direction and ongoing evolution of the technology estate to ensure core systems, platforms, and structures effectively support organizational priorities.
- Oversees the prioritization, approval, and investment of IT initiatives, ensuring cost-effective allocation of resources and clear linkage between technology investments and business value.
- Accountable for IT financial oversight, including budget management and articulating the impact of investments on business outcomes and performance metrics.
- Monitors industry trends, emerging technologies, and competitor advancements to inform strategic decisions and position the organization to leverage innovation for improved business results.

ACCOUNTABILITY 4: INFORMATION TECHNOLOGY DEVELOPMENT, ACQUISITION, DEPLOYMENT & SUPPORT

- Provides executive leadership of the IT and Data Office functions, overseeing portfolio delivery, day-to-day operations, and the reliability of technology applications and infrastructure to support business operations.
- Drives continuous improvement in technology services, ensuring responsiveness, efficiency, and alignment with evolving business needs.
- Oversees enterprise IT security, cybersecurity frameworks, data protection, and incident response, ensuring compliance with regulatory requirements and the Business Continuity Program.
- Directs third-party technology service delivery, including vendor strategy, contract negotiation, and performance management.
- Oversees the full lifecycle of IT assets, ensuring adherence to standards and policies while managing technical debt and modernization priorities.
- Aligns workforce capacity and capabilities with current and emerging technology needs, ensuring the organization is positioned to deliver on its technology roadmap.

ACCOUNTABILITY 5: CHANGE MANAGEMENT

- Ensures the development and execution of change management strategies to support and align to the corporate, business and IT strategies, and recommends changes to processes, procedures and systems as required to enable business outcome delivery.
- Leads, directs, and influences evolution to a continuous improvement operating model in IT and across SGI where appropriate.
- Establishes and drives customer-centricity in decision making and delivery in IT.

ACCOUNTABILITY 6: PEOPLE LEADERSHIP

- Builds a high performing workforce by actively leading human resource activities.
- Ensures development of corporate and divisional succession plans.
- Builds a culture of leadership and accountability to effectively deliver on strategic and corporate strategies, ensuring integration with employee performance development and career 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.

ABOUT THE EDUCATION, EXPERIENCE AND COMPETENCY REQUIREMENTS

The EVP Chief Information Technology Officer is a key contributor to the overall success of the SGI organization and requires strong leadership skills and the ability to develop and maintain an environment aligned with the organization's key values. Candidates must meet the following education and experience requirements and be able to demonstrate several leadership and technical competencies.

The ideal candidate will have a graduate degree in a relevant discipline, such as business, technology, or a related field. An equivalent combination of education and experience will also be considered. The ideal candidate brings extensive senior leadership experience, typically gained over 15–20 years, within the insurance sector or a large, complex, technology-driven organization, including demonstrated success leading at scale and delivering strategic outcomes.

The ideal candidate brings a strong understanding of how to develop and execute strategy, along with broad knowledge of digital technologies and how they can be applied to improve business outcomes. They are familiar with leading practices in areas such as customer experience, business process improvement, governance, and change management. They also understand how technology is evolving—including industry trends, innovation, and best practices—and how these can be applied in a complex, enterprise environment. Experience in the insurance sector or a similar regulated industry is an asset, along with an understanding of how different parts of an organization work together to achieve shared goals. The ideal candidate is comfortable using financial and operational information to inform decisions and has experience delivering complex projects.

The ideal candidate builds strong working relationships across the organization and develops effective partnerships with external stakeholders, including customers, government, vendors, and industry partners. They bring a strong customer

focus and can assess how well products, services, and technology solutions meet user needs. They are an effective leader who can guide change, influence decisions, and bring people together around shared objectives. They foster a positive, high-performing team environment and support employee growth and development. The ideal candidate communicates clearly and confidently with a range of audiences, including translating technical concepts for non-technical stakeholders, and produces clear, concise written materials. They are also skilled in managing budgets and overseeing multiple priorities in a complex, fast-paced environment.

The ideal candidate will have a demonstrated track record of identifying innovative technology solutions to enhance customer experience, streamline processes and maximize the use of data and information, driving rapid business transformation. This experience will be enhanced by strong research and analysis capabilities and the ability to synthesize complex data and communicate ideas and information in a concise and straightforward manner.

The EVP CITO must be capable of positively influencing executive management and the Board of Directors and of effectively negotiating with vendors and stakeholders.

COMPETENCY REQUIREMENTS

Candidates must be able to demonstrate the following leadership competencies to be successful in carrying out the mission and achieving the vision of Saskatchewan Government Insurance:

Accountability

- Corporate accountability means putting enterprise priorities ahead of divisional needs in budgeting, decision-making and strategy setting.
- Takes accountability for organizational performance and ensures execution of corporate strategy even if it is outside their purview.
- Delivers value to others by continually setting objectives and develops plans to set the company apart from other organizations.
- Sets and achieves challenging organizational goals, visibly promoting a culture of performance excellence.
- Removes obstacles within, and between, divisions to support execution of corporate strategy or achievement of organizational results.
- Challenges corporate practices that don't support corporate values or strategies or are no longer valid in the competitive or public sector markets.
- Holds others to account and models' behaviors that enable employee empowerment.
- Accountability moves towards collaborative alignment, meaning focus on how things are done in addition to what is done, to ensure their division is in alignment to deliver on corporate and strategic priorities.
- Challenges the status quo in a respectful manner.

Business Acumen

- Considers political environment and importance of aligning to shareholder needs in order to drive initiatives forward and build alignment in strategies.
- Understands the drivers of creating a sustainable, long-term, competitive advantage in property and casualty insurance across Canada.
- Understands the business focus for Auto Fund (delivering on the value proposition for customers, while ensuring financial stability and sustainability).
- Understands that the Auto Fund delivers more than an insurance product - it delivers products and services through multiple value streams.
- Understands the various value streams the Auto Fund operates in- insurance, regulator, educator, and traffic safety.
- Improves SGI performance by applying original thought to processes, decisions, products, and services.
- Uses sound judgment to determine how innovations can be deployed to produce results.
- Gains corporate knowledge outside of their own divisional knowledge to increase their business acumen.
- Has technical, market and industry expertise.
- Has a customer/partner focus.
- Has a collaborative and innovative perspective.
- Leverages others to advance strategies.
- Has strong problem solving and decision-making skills.

Change Leadership

- Conceives changes required to transform the organization and position it for sustainable, long-term success.
- Conveys a compelling vision and urgency for the change.
- Ensures change stretches the organization and its people but does not overwhelm them.
- Demonstrates a willingness to embrace change by modeling adaptive behaviours and attitudes.
- Empowers employees and partners to take ownership of the change process by involving them in problem solving and decision making.
- Communicates openly and transparently about the rationale for changes, it's potential impact and expected outcomes.
- Engages stakeholders and manages resistance in a respectful and constructive manner.

Self-Mastery

- Operates at high level of maturity.
- Believes continuous personal development is a core leadership responsibility.
- Invites feedback from others in order to improve.
- Questions mindset, beliefs, and assumptions.
- Understands their own strengths and weaknesses.
- Understands self-acceptance is key to accepting others.
- Shows compassion for themselves.
- Demonstrates empathy toward others.
- Understands their leadership brand and models this to their teams.
- Possesses a high level of emotional intelligence.

Relationship Mastery/Building Relationships

- Builds and fosters relationships that enable constructive work environments that empower people while building trust, and accountability.
- Leverages their own influence to build relationships.
- Masterful at achieving results with and through others.
- Understands group dynamics and is highly perceptive of how others are behaving.
- Forges caring connections with others and is comfortable delivering tough feedback at times that does not negatively affect relationships.
- Is politically savvy and has a deep understanding of shareholder and external stakeholder needs.
- Is a very effective negotiator.
- Builds coalitions to achieve results.
- Is proficient at gaining alignment even in challenging positions.

Executive Presence

- Communicates with clarity and energy, inspiring others and building support and commitment.
- Has the ability to take complex and technical information and present in a way that is aligned to the audience and easily understood to enable informed decision making.
- Is an active listener and brings their full attention to the subject matter at hand.
- Understands the corporate brand and consistently reflects that brand in terms of their actions.
- Demonstrates composure during times of stress.

Feedback, Coaching and Development

- Provides real time and ongoing feedback and coaching on a range of often intangible leadership aspects to help others realize potential and become great leaders.
- Coaches and mentors' leaders throughout the organization with a focus on building talent.
- Holds regular development discussions with staff and looks for opportunities to build others including identifying stretch opportunities that promote growth.
- Works to support and build the leadership teams' corporate presence.
- Models authenticity.
- Is open to feedback and invites it regularly.

Strategic Thinking and Execution

- Develops Enterprise Strategy.
- Able to work with CEO, peers, Board, shareholders, and other partners to develop long-term strategy, using a corporate systems perspective.
- Is comfortable navigating complexity and ambiguity and is able to make decisions with incomplete information.
- Takes calculated risks.
- Supports and influences strategy across the divisions, bringing a unique viewpoint into broader discussions.
- Sustains enterprise direction through alignment conversations, collaboration and connection with peers and VPs.
- Pivots between multiple enterprise-wide priorities.

We ask that individuals with an interest in further exploring this exciting opportunity contact:

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About Saskatchewan

Saskatchewan is located in the heart of North America. Covering an area of over 650,000 square kilometers, it is known for its stunning landscapes, including the iconic wheat fields that stretch as far as the eye can see. To the east and west are the Canadian provinces of Manitoba and Alberta. To the south it borders the American states of Montana and North Dakota. To the north are Canada's Northwest Territories and Nunavut. Home to over 1.2 million people, the name Saskatchewan is from the Cree name *kisiskatchewan*, meaning "the river that flows swiftly" and is culturally diverse with people of Indigenous, European, Russian, Ukrainian, Polish, Scandinavian and British heritage. Saskatchewan strikes a balance between urban centers and rural communities, each contributing to the province's unique identity.



Saskatchewan offers a wealth of outdoor recreational opportunities and cultural experiences. Saskatchewan has 20 national parks and historic sites, 39 provincial parks and historic parks, and 76 accredited regional parks. Visitors are encouraged to hike, camp, fish, and observe wildlife in their natural habitats. Half of the province is covered by forest, one-third is farmland, and one-eighth is freshwater. Saskatchewan's diverse population contributes to a vibrant arts and cultural scene, with festivals, museums, and galleries showcasing the province's heritage and creativity. Whether exploring the stunning landscapes, delving into its rich history, or enjoying its cultural offerings, Saskatchewan promises visitors a memorable and enriching experience in the heart of the Canadian prairies.

The economy of Saskatchewan is deeply rooted in agriculture, mining, and energy production. The province's principal export industries are mining, oil and gas, agriculture, manufacturing, and tourism. Known as the "breadbasket of Canada," It supplies over 1/3 of the world's exported durum wheat, and is the world's top exporter of lentils and dry peas. Additionally, Saskatchewan boasts rich mineral resources, including potash, uranium, and oil, driving economic growth and development. Its energy sector, particularly the extraction of oil from the vast oil sands reserves, plays a crucial role in both provincial and national economies. The average summer temperature in Saskatchewan is +19°C (66.2°F); the average winter temperature is -14°C (6.8°F).

About Regina

Regina is the capital of Saskatchewan and the 16th largest city in Canada with a population of 291,187. Located in the south-central area of the province, the city covers an area of 182.42 square kilometers. The land where Regina now sits is part



of the Treaty 4 area, which was established in 1874. Prior to the treaty's signing, Indigenous people had followed the buffalo through the area.



In 1882 people started settling in the area and later that year it was named Regina in honour of Queen Victoria. That same year became the headquarters for the North West Mounted Police, now called the Royal Canadian Mounted Police (RCMP), and the training depot has been located here ever since. In 1883 Regina was declared the capital of the then-Northwest Territories, becoming the capital of

Saskatchewan in 1906, one year after the province was created.

Rich in the arts and culture, Regina is home to the oldest Symphony Orchestra in Canada, and the Regina Little Theatre is Canada's oldest theatre troupe. Sports has also played an important role for the city and its citizens, who have made names

for themselves in snowboarding, curling, and of course the five-time Grey Cup-winning Canadian Football League’s Roughriders.



Regina offers a compelling tax and affordability advantage that sets it apart from other major Canadian cities. The city consistently ranks as one of the most affordable places to live in Canada, with housing costs among the lowest in the country. On an average family income of \$125,000, Regina households spend approximately 29% of income on core living expenses; including housing, utilities, and taxes - well below national norms, allowing residents greater financial stability and discretionary income. Saskatchewan’s stable and business-supportive tax environment further strengthens Regina’s affordability and long-term value proposition for residents and businesses alike.

This strong affordability is complemented by a high quality of life and growing economic opportunity. The Globe and Mail ranked Regina 4th in Canada as a place for entrepreneurs and 5th as a place for young professionals, highlighting the city’s ability to support career growth without the cost pressures found in larger urban centers.

Some of Regina’s most popular attractions include:

Saskatchewan Roughriders

Regina is home to the province’s Canadian Football League (CFL) team, the Saskatchewan Roughriders. Better known as the “Riders,” the team competes in the CFL and boasts one of the most passionate fanbases in Canadian sports, filling Mosaic Stadium with a sea of green during home games. With a storied history dating back to 1910, the Roughriders have appeared in 20 Grey Cup championships, winning five. Coming off a Grey Cup victory in 2025, the excitement surrounding the team is even higher, making the 2026 season especially energizing for fans across the province.



Regina Pats (WHL team)

Regina is also home to the Regina Pats, a major junior ice hockey team competing in the Western Hockey League (WHL). Founded in 1917, the Pats are one of the oldest continuously operating hockey franchises in the world and hold a special place in the city’s sporting identity. The team has a strong tradition of developing elite talent and maintaining deep ties to the local community. Most recently, the Pats gained international attention as the former team of Connor Bedard, the first overall pick in the 2023 NHL Draft, who spent three seasons in Regina before beginning his NHL career with the Chicago Blackhawks.



The Pats play at the Brandt Centre, a multi-use indoor arena located within the REAL District, Canada’s largest interconnected event complex and a central hub for sport, business, and entertainment in Regina. Spanning 100 acres and operated by the Regina Exhibition Association Limited (REAL), the not-for-profit organization hosts many of the city’s major events, including Canada’s Farm Show, Queen City Ex, and Canadian Western Agribition, as well as concerts, conventions, and community events year-round.

Globe Theatre Regina

The Regina Globe Theatre stands as a cultural cornerstone. Originally as a small troupe touring Saskatchewan school, it has since been transformed into a vibrant venue for live performances, ranging from plays and musicals to concerts and comedy shows. Renowned for its intimate atmosphere and exceptional productions, the Globe Theatre continues to captivate audiences with its diverse programming and commitment to artistic excellence. The Regina Globe Theatre is Canada’s only professional theatre in the round, The Globe Theatre is a pioneer in the landscape of Canadian theatre. With a rich history spanning over a century, it remains a beloved institution that enriches the cultural fabric of the city.



liveinRegina.com



Regina Economic Development has developed liveinregina.com, a one stop resource for people considering a move to Regina, providing information on everything from homes, lifestyle and communities to education and arts and culture. To learn more about Regina's lifestyle advantage, visit liveinregina.com.

Regina is a welcoming and well-balanced urban centre, rooted in the heart of Canada’s agricultural landscape. Surrounded by more than 80 per cent of the nation’s farmland, the city sits at the centre of one of the most productive agricultural regions in the world and serves as a hub for global agri-food expertise and innovation. Regina is also widely regarded as an exceptional place to raise a family, with quiet, safe neighbourhoods located close to schools, parks, community centres, and everyday amenities. Together, these qualities create a city that blends economic strength, community well-being, and a strong connection to the land that defines Saskatchewan.

For more information on life in Regina, please visit regina.ca, liveinregina.com, tourismregina.com, economicdevelopmentregina.com.

