



Chief Technology Officer

Winnipeg, Manitoba

Established in 1925, the Teachers' Retirement Allowances Fund (TRAF) administers the pension plan for public school teachers in the Province of Manitoba. With a current membership in excess of 40,000, TRAF is committed to investing in and enhancing its processes and technologies. To advance this objective, TRAF has created a new opportunity to join their well-established and long-standing organization – Chief Technology Officer (CTO).

Reporting to the CEO, the CTO will focus on supporting business needs by building a long-term strategy and roadmap to improve operations through purposeful technology enhancements. The CTO will be creative, thoughtful and solutions-oriented, prioritizing initiatives based on business needs rather than solely on technological advancements. The CTO will assist with modernizing work processes, maintaining an effective cyber security program and incident response plan, increasing productivity and developing long-term comprehensive strategic plans. A respect and awareness of risk mitigation is essential, ensuring that all actions are taken with a thoughtful consideration of both business and member needs. The ideal CTO will be experienced in addressing legacy challenges and will help the organization navigate the complexities of technology integration.

This role offers an exceptional opportunity for an executive IT leader to shape the future of TRAF's technology landscape. The ideal candidate will have a strong technical and business background, be capable of driving strategic initiatives and ensure the highest standards of cyber security and operational excellence.

Key Responsibilities:

- Collaborate closely with management, colleagues and vendor partners to identify improvement opportunities, leveraging expertise to guide and educate on technological advancements and best practices.
- Implement strategic and measured changes to improve operations and align technology with business values.
- Ensure that in-house developed systems and supporting technologies, including networks, servers, databases and cloud services, remain operational and maintain data and process integrity.
- Maintain an effective cyber security program and incident response plan, and develop and maintain policies and procedures.
- Develop and implement a technology strategy that supports TRAF's long-term vision and oversee a thoughtful transition from legacy systems to new technologies where necessary or desirable.

- Conduct risk assessments and implement risk mitigation strategies across all technology functions and ensure compliance with relevant laws, regulations, and industry standards.
- Present technical content effectively to a range of audiences, including Board members and stakeholders, and participate actively in executive and Board meetings.
- Engage with all levels of the organization, fostering a collaborative and high-trust environment.
- Develop and manage strong vendor relationships to ensure high-quality and cost-effective service delivery.
- Develop and maintain documentation of technology design and structure.
- Develop and implement road maps and strategies for enhancing efficiencies and effectiveness.

Qualifications:

- Bachelor's degree in computer science, engineering, information technology or a related field; an MBA is ideal.
- Minimum of 10 years of experience in a senior technology leadership role.
- Proven experience in developing and implementing technology strategies.
- Strong knowledge of IT infrastructure and emerging technologies.
- Strong focus on cyber security, network security and system changes.
- Experience ensuring operational integrity of mainframe environments (iSeries or AS400).
- Excellent leadership and people management skills.
- Effective communication and interpersonal skills, with the ability to collaborate with colleagues and end users.
- Demonstrated ability to present technical content to diverse audiences, including executive leadership and Board members.
- Senior strategic thinker with strong analytical and risk management skills.
- Experience in regulated industries.
- Ability to bridge technology and business to drive efficiencies.
- Intuitive and thoughtful leader, capable of setting and achieving meaningful targets and adapting to change.

About TRAF

www.traf.mb.ca

The Teachers' Retirement Allowances Fund (TRAF), established in 1925, administers the defined benefit pension plan for over 40,000 active, former and retired teachers in the Manitoba public school system. TRAF is governed by a Board that oversees its operations. The Board acts as trustee of the Fund and is ultimately responsible for the administration of *The Teachers' Pensions Act*.

TRAF is committed to a diverse, equitable, and inclusive workplace. Under *The Accessibility for Manitobans Act*, all applicants may request reasonable accommodation, which will be provided throughout the recruitment process.

To apply, please send your resume in confidence to Annette Kohut, Senior Associate, Executive Search at akohut@peoplefirsthr.com or Karin Pooley, VP, Executive Search at kpooley@peoplefirsthr.com.