



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

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# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/07/01

## Senior Manager, Practice Excellence International Office

<b>Job ID</b>	<b>201075-en_US-9475</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=201075-en_US-9475">https://careers.indigenous.link/viewjob?jobname=201075-en_US-9475</a>	
<b>Company</b>	Scotiabank	
<b>Location</b>	Toronto, ON	
<b>Date Posted</b>	From: 2024-06-25	To: 2050-01-01
<b>Job</b>	Type: Full-time	Category: Finance

### Description

Requisition ID: 201075

Join a purpose driven winning team, committed to results, in an inclusive and high-performing culture. Purpose

The IWM Senior Manager Practice Excellence is accountable for creating, developing, and managing the new International Wealth Management Associate Program (IWMAP) and overall strategy; additionally, to be working with cross-functional business and supporting teams globally in the design and implementation of the Practice Excellence International Office within International Wealth Management as part of the roll out of the Total Wealth approach.

- The incumbent acts as a key liaison between all the IWM lines of business to translate business needs into early talent hiring targets and strategy and is responsible for enabling the adoption of the Total Wealth approach, a client centric, holistic, team-based advisory value proposition that helps clients achieve their financial goals while managing any obstacles that arises along the way.

- This is a demanding hands-on and strategic role which requires the incumbent to focus on enabling advice, sales and service effectiveness by designing and executing meaningful programs, coaching and training that aligns business strategy at the Executive Leadership Office level to the Advisory and in-field teams and elevate both the employee and client experience.

Is this role right for you In this role you will: Lead the implementation of the Practice Excellence International office in the region.

- Create and execute the strategy that will enable the IWM team to consistently drive top early talent into the organization aligned to all Bank strategies/visions.

- Deliver best-in-class experience to both associates and the lines of business.

- Work with key stakeholders to identify key deliverables, milestones, owners, timelines, and interdependencies.

- Implement key performance metrics to evaluate the success of the program.

- Develop, maintain, and monitor dashboard to manage the evaluation of programs and client facing team, and keep Managers and leaders informed.

- Collaborate with other areas and in-country teams on implementing the designed model.

- Collaborate with head office and in-country business partners to collect and analyze data and report back to leaders.

Lead the design, development, and implementation of complex learning programs, including IWMAP and accreditation programs required for a successful implementation of the Total Wealth advisory model.

- Design, develop and manage all project plans, schedules and logistics associated with training programs including the International Wealth Management Associate Program. Facilitate relevant sessions and activities for IWMAP and other programs as required.

- Track and report on KPIs for program success and adapt programs as business needs evolve.

- Develop and maintain strong communication/relationships with business leads/leadership to proactively promote and position Program milestones, drivers of success, and mandate.

- Work with trainee development plans and Business line sponsors to ensure trainees are receiving the appropriate development while in the program.

- Works to identify and create efficiencies across programs.

Identify opportunities to elevate and standardize the Client and Advisory team experience by leveraging our digital

platform Wealth+ as sales enablement tool.

- Collaborate with head office and in-country business partners, to collect and analyze data and market research on client preferences and needs as input in identifying potential markets and factors affecting product demand and to assist in driving the product roadmap and backlog prioritization.
- Support the definition of the overall Wealth Management product strategy and technology roadmap to drive P&L goals for specific Wealth Management capabilities.
- Independently resolve highly complex, multi-faceted problems, which are often unstructured and without precedent to meet the business needs of the end users.
- Work with Program Delivery team to formulate costs and funding proposals, manage communications and status reporting of ongoing initiatives, including summarizing project risks and options and facilitating prompt decisions when needed. Lead teams to focus on business value & impact, client-centric model.

Support the development, implementation, and monitoring of the sales effectiveness of the Total Wealth Advisory teams.

- Developing and implementing the Total Wealth sales effectiveness monitoring model to drive revenue, ensuring alignment between sales strategies and overall business objectives.
- Provides ongoing coaching and mentoring to Total Wealth advisory team members and managers.
- Evaluates and optimizes sales processes to increase efficiency and productivity by identifying and recommending improvements in practices and processes.
- Works closely with key Wealth partners and supporting areas to align strategies.
- Provides regular feedback and reporting on sales performance to senior management.

Do you have the skills to enable you to be successful in this role We would love to work with you if you have:

- University education or equivalent
- Experienced in facilitation, consulting/coaching principles, ability to influence others by using awareness of others' needs and concern
- 5+ years wealth management industry experience, notably in the brokerage industry, including sales management & administration, branch operations, financial planning, investment advisory processes, products, specialist resources (Team of Experts), new business development and sales, client service and relationship management, sales support, etc.
- Ability to work independently and within a team to deliver achieved required objectives, within the Bank and regulatory requirements
- Fluent written and verbal communication skills in English are required and bilingual skills in Spanish are an asset
- Building and maintaining strategic relationships and networks with internal and external professionals to continually improve upon the effectiveness of practice management
- Ability to develop strong working relationships with business and supporting partners globally

Location(s): Canada : Ontario : Toronto

Scotiabank is a leading bank in the Americas. Guided by our purpose: "for every future", we help our customers, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets.

At Scotiabank, we value the unique skills and experiences each individual brings to the Bank, and are committed to creating and maintaining an inclusive and accessible environment for everyone. If you require accommodation (including, but not limited to, an accessible interview site, alternate format documents, ASL Interpreter, or Assistive Technology) during the recruitment and selection process, please let our Recruitment team know. If you require technical assistance, please click [here](#). Candidates must apply directly online to be considered for this role. We thank all applicants for their interest in a career at Scotiabank; however, only those candidates who are selected for an interview will be contacted.

For more information, visit Scotiabank for Senior Manager, Practice Excellence International Office