

## Manager, Strategic Asset Allocation

BCI

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## Candidate Profile: Manager, Strategic Asset Allocation

### Priority Criteria

**Experience:** The ideal candidate is an actuary who brings a track record of success in a similar institutional investment organization or in a pension/investment consulting firm. Alternatively, they could be a pension professional with a background in investments. Ideally in this capacity, they will have significant experience interfacing with and presenting to clients and/or senior level management.

**Education:** A degree in Actuarial Sciences, Mathematics, Finance or a related discipline. An actuarial designation (ASA or FSA) and a CFA designation would be an asset.

**Expertise:** An in-depth understanding of actuarial and pension investment concepts such as asset and liability management analysis, strategic asset allocation and risk tolerance assessment. Broad knowledge of capital markets and familiarity with all asset classes including alternative and private market assets would be a significant asset. A good understanding of the Canadian institutional investment landscape, a wide range of investment issues, and knowledge of the legal framework would be ideal.

**Communication:** Strong oral and written communication and presentation skills. The ability to explain complex pension and investment concepts to both lay and professional audiences. Able to instill confidence and trust in clients. Internally, can engage people across the organization and foster buy-in to new ideas and concepts; externally, is an effective and credible representative of the organization. Exceptional presentation skills with the ability to communicate effectively and expertly influence various stakeholders including fiduciaries/trustees.

**Relationship Building:** Devotes appropriate time and energy to establishing and maintaining relationships. Initiates contacts readily and able to utilize relationships to facilitate business transactions. Effectively manages long-term business relationships; builds trust and maintains collaboration. Influences, persuades and motivates others.

**Cultural Fit:** Able to thrive in a culture of rigor, discipline and fiduciary responsibility with a fast pace, rapid change and high-performance standards. Is a relationship builder who takes their time to understand the issues and other perspectives before jumping in with ideas. A strong role model in reflecting BCI's culture of delegation, accountability, integrity and teamwork. Flexible. Handles relationships with clients, peers and associates with respect and integrity.

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