



Chief Sales Officer

Great Place to Work™ 2020, 2021, 2022, 2023, 2024 | Best Workplaces™ with Most Trusted Executive Teams 2024 | Best Workplaces™ in Financial Services & Insurance 2020, 2021, 2022, 2023 | Best Workplaces™ for Mental Wellness 2023, 2024 | Best Workplaces™ for Giving Back 2022 | Best Workplaces™ for Women 2021 | Best Workplaces for Inclusion 2021 | Best Workplaces™ in Ontario 2020 and 2021

Our Company

Picton Mahoney Asset Management ("PMAM") was founded in 2004 to provide unique investment solutions to institutional, retail and high net worth investors in Canada and around the world. We are proud to say that we are 100% employee-owned and manage approximately \$9.6 billion in sub-advisory, pension plan and hedge fund assets on behalf of our clients. The core values at Picton Mahoney guide the employee experience and contribute to the culture which fosters strong, transparent relationships.

Why Work at Picton Mahoney?

Picton Mahoney Asset Management is a place where employees can be proud of building a rewarding career that offers growth and the opportunity to evolve within a supportive culture that focuses on professional development. Over the years, we have learned from feedback and have developed strategies and programs that enhance employee engagement and improve the employee experience. As our values state: *We work together; fully engaged and aligned. We support each other, and our actions contribute to the strategic goals of our firm. We believe in integrity and always "doing the right thing" for our clients, colleagues, and the firm. We believe in the concept of "unity in diversity" and are driven by a collaborative spirit to achieve our goals. We are committed to performance, excellence and winning. At Picton Mahoney, "stepping up" is an action, not a thought, which results in the development and implementation of those ideas. We prioritize growth and innovation and accept full responsibility for personal performance and results. We believe in being open when providing and receiving feedback, because it makes us better at what we do best.*

The Opportunity

As the Chief Sales Officer at PMAM, you will play a pivotal role in driving the growth and success of our firm by overseeing and leading both the Retail and Institutional sales team strategy. You will be responsible for developing and executing strategic distribution plans, fostering strong relationships with clients and partners, and leading a high-performing team to achieve ambitious sales targets.

If you are a results-driven leader with a vision for building high-performing teams and driving business growth in the asset management industry, we invite you to apply for the position of Chief Sales Officer and join us in our mission to deliver excellence in investment solutions and contribute to the success of our clients and our firm.

Responsibilities of the Role

- Develop and implement comprehensive distribution strategies aligned with the overall business goals.
- Provide strategic direction to the Retail and Institutional sales teams to maximize market penetration and revenue growth.
- Lead, mentor, and inspire a team of sales professionals, ensuring high levels of motivation, performance, and collaboration.
- Foster a culture of excellence, accountability, and continuous improvement within the distribution teams.
- Build and maintain strong relationships with key clients, institutional partners, and distribution channels.



- Collaborate with client service teams to ensure exceptional customer satisfaction and retention.
- Conduct thorough market analysis to identify opportunities, trends, and potential challenges.
- Develop and adapt distribution plans based on market dynamics and competitive landscape; ability to develop, inform new product design.
- Establish and monitor key performance indicators (KPIs/OKRs) for the sales teams, providing regular reports and analysis.
- Drive a data-driven approach to decision-making, leveraging analytics to enhance sales effectiveness.
- Ensure all distribution activities comply with regulatory requirements and industry standards.
- Mitigate risks associated with distribution through proactive planning and adherence to compliance protocols.
- Manage effective and competitive compensation framework.
- Explore and manage distribution capability with global reach.

The Qualifications and Experience Required

- Minimum of 10 years of experience in asset management or financial services, with a focus on distribution and sales, with an emphasis on relationship development and sales.
- Strong institutional and retail (head office/management) contacts.
- Strong executive communication, business leadership and sales presentation skills.
- Proven track record of successfully leading and growing sales teams in both Retail and Institutional channels.
- Strong and proven network to help support future growth and strengthen sales teams (recruit).
- Strong understanding of the Canadian financial market, regulatory landscape, and industry best practices.
- Excellent communication, negotiation, and relationship-building skills.
- Experience in Quebec markets and bilingualism in French and English is considered advantageous.
- Strategic thinker with the ability to translate vision into actionable plans.
- Global experience is an advantage.
- Bachelor's degree in finance, business, or a related field. MBA or CFA designation is a plus.

Our Commitment to Employees

At Picton Mahoney Asset Management, we take pride in elevating our employees' experiences through an array of exceptional perks and programs. Enjoy a suite of benefits including Corporate Wellness & Fitness Reimbursement, Women in Capital Markets partnership, Women Executive Membership, Volunteer Days, Charitable Matching, Maternity and Parental Leave Top-Up, Peer Performance Recognition Awards, Semi-Annual Performance Bonuses, a generous Annual Vacation Entitlement (minimum of 15 days/year), Tuition Reimbursement, Extensive Medical & Dental Benefits, Healthcare Spending Account, and more. These offerings are crafted to enhance your career journey and overall well-being. Join us in an environment that values your growth and success!

Picton Mahoney Asset Management is proud to be recognized by Great Place to Work® as a 2021 "Best Workplaces for Inclusion" and 2021 "Best Workplaces for Women". We are committed to providing an equitable and fair work environment for everyone and all hiring and other personnel actions will be taken without regard to race, colour, creed, religion, sex, disability, gender identity, gender expression, family status, age, language or national origin. If you require an accommodation at any point in time throughout the application and hiring process, please contact Human Resources at (416) 955-4108 or at accessibility@pictonmahoney.com.