



## Chief Technology 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 Technology Officer at PMAM, you will play a pivotal role in driving the growth and expansion of our business. Reporting directly to the CEO, your position will be highly strategic, ensuring tight collaboration across departments to drive initiatives. You will be instrumental in aligning technology strategy with various roadmaps, particularly leveraging your expertise in AI.

### Responsibilities of the Role

- Strategize and partner with the executive team to establish clear priorities and objectives for IT management and production, effectively balancing both short-term and long-term needs.
- Shape the company's overarching technology strategy to align with business objectives.
- Lead the development and implementation of AI solutions to optimize investment strategies, risk management, and operational efficiency.
- Stay abreast of the latest advancements in AI and emerging technologies, evaluating their potential impact on the firm and recommending adoption strategies.
- Implement a strategic vision on data security, management, and governance efforts, ensuring compliance with industry regulations and cybersecurity best practices.
- Oversee IT resource allocation, KPI establishment, and performance measurement.



- Guide infrastructure strategy to ensure technical excellence, versatility, safety, resilience, and scalability in architecting and engineering product solutions, as well as overseeing technical delivery.
- Facilitate the creation and implementation of disaster recovery and IT security incident response plans.
- Promote cross collaboration across departments to advance strategic initiatives, while ensuring alignment between technology strategy and various technology roadmaps.
- Oversee the management of the team of developers that design, build and support technical projects related to current proprietary systems.
- Attract, develop, and lead a high-performing technology team, fostering a culture of innovation, collaboration, and continuous improvement.
- Provide mentorship and guidance to team members, fostering their professional growth within the organization.

### **The Qualifications and Experience Required**

- Previous experience as a CTO, or in similar roles, in the financial services sector, preferably within asset management.
- Demonstrated track record in leading complex initiatives and implementing significant enterprise changes, with proven proficiency in organizational and interpersonal change management.
- Comprehensive understanding of AI technologies and their practical applications in the financial industry, coupled with substantial expertise in visionary and strategic implementation.
- Solid understanding of regulatory requirements and compliance in the financial services industry.
- Experience directing technology development efforts, new technology solution builds and technical integration projects.
- Experience includes integrating teams across multiple business units with the potential of managing geographically dispersed workforces.
- Demonstrated background as a senior engineering leader overseeing architecture and engineering for enterprise-wide technology platforms, with a focus on leading SaaS technology platforms.
- Comprehensive understanding of software engineering encompassing languages, frameworks, methodologies, and current industry trends.
- Expertise in designing and implementing effective IT governance frameworks across various IT service delivery domains.
- Proficient leader skilled in strategic planning, goal establishment, process refinement, budgetary management, and fostering professional growth within technology teams.
- Comprehensive grasp of broad technology trends and adeptness in aligning innovation with business objectives.
- Effective communicator capable of translating technical concepts into easily comprehensible business terms, fostering collaborative work with cross-functional teams and external partners.
- Strategic acumen, encompassing the capacity to spot new opportunities, provide clarity, foster focus, and navigate challenging decisions within intricate and dynamic environments.
- Bachelor's degree in computer science, engineering, information systems, or a related field.

### **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](mailto:accessibility@pictonmahoney.com).*