GARDAWORLD
Careers

Director, Strategic Planning and Growth Initiatives

Reference	1451740800
Work locations	Montréal (Quebec, Canada)
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Director, Strategic Planning and Growth Initiatives

Business unit: Office of the CEO

Career area: Business strategy and growth

Job Location: Montréal, Québec

POSITION OVERVIEW

Reporting to the Vice President, Office of the CEO, Director, Strategic Planning and Growth Initiatives supports the development and execution of GardaWorld's corporate strategic priorities, with a particular focus on commercial growth, business performance and value creation. In close collaboration with the Global Growth Marketing & Strategy, Global Communications and the Centre of Excellence for Learning and Development, the Director provides strategic business analysis, financial information and executive advisory support to strengthen business planning and accelerate growth across GardaWorld's business. The role combines business strategy, business planning, market intelligence and financial analysis. The successful candidate will have a thorough knowledge of B2B business models, go-to-market strategies and the commercial drivers of growth, along with the ability to translate complex business challenges into actionable recommendations for senior leadership. This is a practical strategic role that requires strong business judgment, analytical capabilities and exceptional communication skills with senior management. The successful candidate is a collaborative and entrepreneurial professional who can navigate complexity, anticipate needs and transform the strategy into action.

KEY RESPONSIBILITIES

Strategic Planning & Executive Advisory

- Act as a trusted strategic partner to the Vice President, Office of the CEO, providing business analysis, recommendations and executive decision support.
- Work with functional vice-presidents to develop strategic plans, assess priorities and identify opportunities to improve business performance.
- Conduct market, competitiveness and business analysis to support policy decisions and growth opportunities.
- Develop executive presentations, strategic briefs and business case studies for the President and CEO and senior management.
- Support the planning and preparation of mid-year (CEO Reviews) and monthly performance reviews, strategic planning sessions and other senior leadership initiatives.
- To anticipate emerging issues, question assumptions and make concrete recommendations.

Growth & Strategic Initiatives

- Work with growth strategy and brand promotion strategy management teams and business units to support growth and value creation initiatives through business analysis, strategic planning and the evaluation of investments and resources required.
- Contribute to the planning, coordination, and execution of new business initiatives led by the Office of the CEO, working collaboratively with relevant teams to support their development and integration across the organization.
- Facilitate collaboration between operational units and organizational functions to accelerate progress and maximize the impact of the enterprise.
- Contribute to the development, incubation and launch of new companies, brands, products and services within the GardaWorld ecosystem.

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- Support market assessments, commercial positioning, business case and marketing planning, building on the expertise of existing functional teams.
- Lead or coordinate cross-functional strategic initiatives, ensuring clarity of objectives, accountability and effective delivery.

Financial planning and resource allocation

- Coordinate annual budget planning, forecasting and financial reviews across the Office of the CEO's functions in collaboration with functional leaders and Finance.
- Strengthen financial information and provide visibility on budgets, expenditures, variances and forecasts.
- Support workforce planning, personnel management and resource allocation based on operational priorities.
- Develop financial analyses, ROI assessments and investment recommendations to support decision-making.
- Identify opportunities to improve the operational effectiveness of the organization's functions and operational units while optimizing the use of available resources.

Performance & Execution

- Establish appropriate planning and reporting frameworks to monitor strategic priorities, project milestones and operational outcomes.
- Develop scorecards, scorecards and management reports that provide clear visibility on performance and progress.
- Identify risks, road barriers and opportunities for improvement, recommending solutions to maintain momentum.
- Support organizational transformation and business integration initiatives relevant to the Office of the CEO's mandate.
- Ensure effective follow-through on strategic commitments and executive decisions.

Required qualifications

Experience and Education

- Bachelor of Business Administration, Marketing, Finance, Strategy or a related area. MBA is considered an asset
- At least 10 years of progressive experience in strategic planning, operational strategy, management consulting or related areas.
- Experience demonstrated in collaboration with senior managers of a complex, multi-firm or international organization.
- A good understanding of B2B business models, branding strategy, marketing planning and business growth.
- Experience in financial planning, budgeting, business analysis and cross-functional strategic initiatives.
- Experience supporting new business launches, transformation or growth initiatives is a strong asset.
- Experience in advanced transfunctional projects in a global matrix organization.

Skills & Competencies

- Exceptional strategic thinking, business judgment and analytical abilities.
- Strong commercial acuity, with the ability to connect business strategy, brand value and growth opportunities.
- Financial literacy and proficiency in budgeting, forecasting, financial analysis and ROI evaluation.
- Bilingual required: Excellent written and verbal communication capacity in French and English, with a professional master's degree in both languages.
- Outstanding executive communication, presentation and strategic storytelling skills.
- Advanced PowerPoint and Excel skills, with the ability to independently develop high quality presentations and business analysis.
- Ability to influence and collaborate effectively with senior leaders without direct authority.
- Strong organizational competencies, sound judgment and the ability to manage multiple priorities simultaneously.
- Entrepreneurship, intellectual curiosity and a proactive and solution-oriented approach.
- High discretion, professionalism and comfort in the work with confidential information.

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