Senior Director, AI Business Enablement

Requisition	R0000175636
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 2, 2026
Date in the description	June 21, 2026
Posted deadline	November 30, 2026
Last day to apply	November 29, 2026
Business area	Finance and Insurance
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Senior Director, AI Business Enablement

What's the opportunity?

We are looking for a transformation leader who can serve as a strategic partner with senior managers and lead the transformation of business under AI across a range of activities or functions. As the senior manager of the business activation team under AI, you will have the transformation ambition under AI for your field – defining vision, creating the pipeline of opportunities and ensuring alignment of executives, from idea to program design and distribution.

You are expected to challenge, provoke and co-develop transformational roadmaps with high-level business leaders, which combines strategic rigour, AI control and credibility that results from the creation and dispatch of solutions, not just their recommendation.

Your responsibilities will include

- Executive partnership: Holding sustained, peer-level strategic relationships with senior business leaders (SVP+); co-developing and communicating the AI-enabled transformation vision for your domain
- Origin of pipeline: identification, dimensioning and prioritization of a rigorous pipeline of AI transformation opportunities — including new ideas not yet on the business horizon — with quantified value assumptions ready to be delivered
- Development of AI solutions concepts: Generate innovative AI solutions concepts for major business issues and validate them through fast POC cycles (weeks, no quarters)
- Business model and process reengineering: helping managers fundamentally rethink business processes and business models through an AI-adapted objective
- Program setting: Partnership with business leaders beyond ideas — through business case development, marketing strategy and programme formulation — to ensure that ambition translates into delivery
- Delivery Partnership: Work closely with our world-class AI research and solutions teams to ensure that the business environment and results expectations are met in delivery — maintaining alignment between transformation ambition and technical delivery
- Recognition of inter-firm models: Re-use opportunities on the surface, multi-LOB programmes and horizontal themes that no vertical could initiate alone
- Team Leadership: Lead and develop a small team of high-performance leaders aligned to sub-segments in your field

You're our ideal candidate if you

- Have more than 15 years of progressive experience in management consulting, technology, AI/ML product development, or a combination of these two types

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- Experience in building AI solutions or technologies that have created a significant business impact - strategy and advisory experience are valued but must be complemented by accountability for delivery results
- To have the skills of management and communication to challenge and influence business leaders (SVP+) as peers
- Have demonstrated experience in process reengineering or business model redesign, ideally enabled by technology or data
- Experience in partnership with technical or engineering teams to translate operational requirements into solution design and ensure delivery remains consistent with planned business results
- Bringing a consultative approach to problem solving — able to structure ambiguous problems, develop assumptions and lead to rapid action
- Have practical knowledge of AI/ML technologies, LLMs and data platforms, sufficient to crediblely assess feasibility, shape solutions concepts and mobilize technical teams
- The experience of banking or financial services is welcome but not required; what matters is the ability to quickly develop the depth of the field and understanding of business models in complex industries

Pay and benefits

- Leading the transformation of AI into one of Canada's largest and most respected financial institutions, with direct visibility to the leadership of the Group Leader and Operations Committee at RBC
- Forming the mandate and culture of a newly created, high impact function within RBC AI Group
- A comprehensive total premium program including flexible premiums and benefits, competitive remuneration, commissions and stock options, where applicable
- Managers who coach employees and help them find opportunities to develop.
- Ability to make a difference and have a lasting impact from one local scale to another

About the AI Group

RBC's AI Group is the AI accelerator for RBC, with a focus on driving the shift from early-stage AI projects to scaled, client outcomes that amplify the impact of RBC's people. In addition to helping scale the biggest AI opportunities at RBC, the AI Group is responsible for advancing research into emerging use cases across generative and agentic AI, while maintaining expertise in security, responsible AI and regulatory expectations. The Business Enablement function within the AI Group partners with LOBs and Functions to set AI ambition, originate transformation opportunities, and frame programs for delivery — ensuring RBC remains at the frontier of AI-enabled value creation.

Inclusion and Equal Opportunity Employment

RBC is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans status, Aboriginal/Native American status or any other legally-protected factors. Disability-related accommodations during the application process are available upon request.

Job Skills

Massive Data Analysis, Customer Advice, Coaching Others, Critical Thought, Decision Making, Industry Knowledge, Automatic Learning (ML), Results Orientation, Software Engineering, Software Product Design

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world’s largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

Talent community

People who join RBC’s talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC’s careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000175636 on the RBC careers portal.

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