Head of Data and AI, Wealth Management Canada

Requisition	R0000185853
Employer	RBC
Canadian locations	Toronto (Ontario, Canada)
Primary address	RBC CENTRE, 155 WELLINGTON ST W:TORONTO
Posted	November 24, 2026
Date in the description	August 27, 2026
Posted deadline	January 1, 2027
Last day to apply	December 31, 2026
Business area	WEALTH MANAGEMENT
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Wealth Management is seeking a Head of Data and AI to set the scientific direction and lead the applied AI research and development agenda for our Canadian business. As the senior AI scientist and technical authority on our Wealth Management Data and AI team, you will decide how we solve ML and AI problems rigorously, and how we prove the results are accurate, safe and valuable to advisors and clients.

We are looking for a deeply technical AI leader with a research-grade understanding of modern machine learning and generative AI, and a track record of turning that science into production systems at scale. You will lead and grow a team of AI scientists, ML researchers, data scientists and ML engineers, partner closely with product, technology and business leaders across Wealth Management and RBC, and work with RBC's broader AI research community to bring frontier techniques into the hands of advisors.

Responsibilities

- Define and own the AI/ML science roadmap for Wealth Management Canada, covering generative AI, agentic systems, predictive modelling, personalization, forecasting and optimization.
- Determining where emerging research (foundation models, reasoning, recovery, agents, multimodal, small and refined models) can create a lasting advantage in wealth management and make it a proven and funded bet.
- Make construction, procurement and development decisions on evidence-based models, architectures and platforms, benchmarking and a clear vision of costs, latency, risks and performance.
- Representing heritage management, AI science outside and across RBC, including partnerships with research institutes, universities and technology partners.
- Provide practical technical leadership throughout the life cycle of the model: problem framing, data and characteristics design, training, fine tuning, stimulation and orchestration, evaluation, deployment and monitoring.
- Establish standards for experimental design, offline and online evaluation, A/B tests and statistical validity, so that results are reproducible and claims are defensible.
- Build robust evaluation frameworks for LLM and agent-based systems, including accuracy, strength, hallucination, bias, robustness and red team, linked to real consultancy workflows.
- Examine the technical work of scientists and engineers, train them on the quality of research and raise the bar on how models are designed, tested and explained.
- To have the scientific approach of responsible AI in a regulated environment, including explanation, fairness, privacy, security guard, model risk and ongoing performance monitoring.

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- Work with the Risk, Legal, Compliance, Privacy and Technology model to translate emerging regulation and internal policy into practical technical controls and validation methods.
- Communicate clearly and honestly the capabilities, limitations and uncertainty of models to leaders, regulators and non-technical stakeholders.
- Develop and retain AI scientists, researchers and ML engineers, and create a culture of curiosity, scientific debate and learning by experimentation.
- Create career and mentoring paths for technical talent, and build a strong production research pipeline with engineering and product partners.
- Champions a test and learning approach where assumptions, experiences and data lead decisions, and where failed experiences are shared and learned.
- Defining Data Needs AI must succeed and partner with data and technology teams in high quality domains, a consistent data dictionary, and a unified customer vision that serve both AI cases and operational use cases.
- Work with product and business leaders across Global Wealth Management, WMC and RBC to translate advisor and client problems into well-posed scientific questions, and scientific results into shipped products.

Qualifications

Requirements

- Advanced degree (master's degree required, highly preferred doctorate) in computer science, machine learning, statistics, applied mathematics, engineering or a related quantitative field;
- 8 years and more experience in the development and application of machine learning and AI, including leading scientists or researchers from a leading technology company, research laboratory or financial institution;
- Deep, hands-on expertise in modern ML and generative AI, including LLMs, retrieval-augmented generation, agentic systems, fine-tuning and evaluation, with a strong grounding in statistics and experimental design;
- applied research or scientific impact assessment, such as peer-reviewed publications, patents, open source contributions or production models that have moved a trade measure;
- Proven ability to take prototype models to production in a business environment, with work knowledge on MLOps, evolutionary data and computing platforms, and model monitoring;
- Experience with responsible AI, explicitness, risk management and AI governance, ideally in a regulated industry;
- Strong leadership skills, with experience in hiring, coaching and high-quality leadership in science and engineering;
- Excellent verbal and written communication skills, with the ability to explain complex scientific concepts and compromises to non-technical managers and stakeholders;

Assets

- Understanding the banking sector, preferably wealth management, is an asset.

Pay and benefits

RBC teams aim to grow by working together, thinking ahead and giving dependable advice that helps clients and communities prosper. They support one another, develop their potential and strive for outcomes that benefit the communities they serve as well as the bank.

- A total compensation program with competitive pay, bonuses and flexible benefits, plus commissions and stock where applicable.
- Managers who coach employees and help them find opportunities to develop.
- Capacity to make a difference and sustainable impact
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- A world-class financial services training programme
- Flexible work/life balance options
- Opportunities to do challenging work

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Job Skills

Artificial Intelligence (AI), Big Data Management, Data Mining, Data Science, Decision-making, Machine Learning (ML), Natural Language Processing (NLP), Predictive Analytics, Python (Programming Language), Statistical Analysis

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 R0000185853 on the RBC careers portal.

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