Senior Manager Payroll Modernization

Requisition	R0000186006
Employer	Royal Bank of Canada
Canadian locations	Mississauga (Ontario, Canada)
Primary address	1530 DUNDAS ST W, MISSISSAUGA, ON L5C 1E4, Canada
Posted	November 25, 2026
Date in the description	August 27, 2026
Posted deadline	December 9, 2026
Last day to apply	December 8, 2026
Business area	HUMAN RESOURCES & BMCC
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

As Senior Manager, Pay Modernization, you will lead the transformation of RBC's pay, pension and benefit processes as part of the SAP Pay Modernization Project. Lead a high-level team, in collaboration with the project delivery team and HR information technology, this role is responsible for the implementation of a transformed pay infrastructure that improves accuracy and operational efficiency, ultimately supporting RBC's commitment to pay innovation and operational excellence.

What You'll Do

Team Management & Development

- Build, mentor, and retain a high-performing team of Payroll Modernization Specialists and UAT resources.
- Establish clear performance expectations that are consistent with program objectives, manage performance through established measurement tools, promote rewards and recognition of the best talent, and ensure that coaches and mentors report directly on an ongoing basis, ensuring that development plans are in place.
- Allocation of strategic resources based on program needs and individual capacity.

Process Transformation

- Monitor mapping, analysis and optimization of end-to-end processes for payroll, pensions and benefits.
- Define workflows "as is" and "future" in collaboration with inter-functional stakeholders.
- Leads wage code standardization initiatives to ensure consistency and compliance.
- Identify and prioritize process improvements that improve efficiency and reduce risks.
- Ensure alignment with RBC's regulatory requirements and control environment.
- Guide the definition of functional and technical requirements for SAP pay application.
- Champion design decisions that balance modernization objectives with operational feasibility.

Testing & Quality Assurance

- Oversee a comprehensive testing strategy, including unit, integration, and User Acceptance Testing (UAT).
- Ensure that test plans, test cases and scripts are complete and meet the requirements.
- Guide the team to identify, document and validate fault resolutions.

Change Management

- Develop and implement a change management strategy that addresses organizational readiness and adoption.
- Ensure comprehensive process documentation reflects updated workflows and system functionality.
- Supervise the creation of user guides, reference documents and quick reference documents.

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com

- Guide the team to establish training and support mechanisms for transparent user adoption.
- Create a knowledge repository to support ongoing operations and future improvements.

Post-Implementation Support & Continuous Improvement

- Establish a post-market support structure to address user issues and system challenges.
- Monitor system performance, user adoption parameters and operational results.
- Support the transition from implementation to steady-state operations.
- Recommend and prioritize improvements based on user feedback and operational needs.

Qualifications

Requirements

- 7+ years of demonstrated success leading complex, multi-year transformation programs.
- Experience in managing organizational change and leading adoption.
- Strong capacity for team formation, mentoring and performance management.
- Experience in process mapping, optimization and standardization methods.
- Understanding system testing methods and quality assurance practices.
- Strong capacity for planning, prioritization and risk management.
- Strong communication and stakeholder engagement skills.

Assets

- Strong data analysis and decision-making capacity.
- Familiarity with SAP or Enterprise ERP pay modules.
- Knowledge of processes and regulations related to pay, pensions and benefits.

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 comprehensive total premium program that includes premiums, flexible benefits and competitive remuneration.
- Managers who coach employees and help them find opportunities to develop.
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- Opportunities to do challenging work.

Job Skills

Adaptability, Customer Service, Decision Making, Detail-Oriented, Human Resources Policies, Multi-Level Communication, Operational Delivery, Payroll, Payroll Administration, Payroll Conversions, Payroll Management, Program Project Management, Time Management, User Acceptance Testing (UAT)

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 R0000186006 on the RBC careers portal.

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com