Senior Manager, Enterprise Performance Management

Requisition	R0000187203
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 18, 2026
Date in the description	September 8, 2026
Posted deadline	December 2, 2026
Last day to apply	December 1, 2026
Business area	OFFICE OF THE CFO
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Join the Enterprise Performance Management team and directly influence RBC's strategic direction. You'll deliver actionable insights for the CFO, Group Executive, and Board of Directors that shape decision-making across our major business lines. This role offers the unique opportunity to work with senior leadership at the operating committee level, translating complex business strategy into performance metrics that drive bank-wide results. You'll own key initiatives that strengthen RBC's competitive position while contributing to our medium-term strategic goals. Through value-added advice, you'll enable early identification of opportunities and issues, and make actionable strategic recommendations that support long-term bank performance.

Responsibilities

- Prepare complete Commission and senior management files, including monthly and quarterly operating results and RBC profit documents for review of the CFO and Operations Committee
- Conduct a rigorous analysis of vendor and professional costs; provide in-depth analysis to optimize third party expenditures and promote cost transparency throughout the organization
- Support the cycle of reporting by preparing accurate and timely reports and dashboards; and continuously streamline reporting processes
- Co-lead the development and communication of key financial and non-financial performance indicators (CFIs) for major business lines to allow results to be higher than those of pre-established benchmarks
- Consolidate and report on RBC's quarterly profit documents reviewed by the CFO and the CFO Operations Committee; coordinate with all business segments for timely feedback and feedback
- Manage build-out of analytical and performance management dashboards for operating committees, group executives, and CEO/CFO reporting; establish data solutions to present financial and non-financial metrics to senior audiences
- Provide performance analysis and strategic recommendations to senior managers and managers through identification of issues, ongoing monitoring and evaluation of strategic initiatives and key decision-making variables
- Prepare detailed financial trend reports for all business lines and business lines on a monthly, quarterly and annual basis; support actual results and forecast/planning periods
- Drive operational efficiencies and optimize processes to enhance Enterprise Performance Management effectiveness
- Develop strong relationships with stakeholders to support performance management requirements and enhance inter-unit collaborative capacity

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- Ad hoc projects when needed by the CFO, the CFO Operating Committee and the Head of Investor Relations

Qualifications

Must Haves

- Bachelor's degree; with emphasis on preferred finance/accounting
- +5 years of experience in a financial institution or management consulting company, with a focus on banking/capital markets
- Proven expertise in Performance Management and/or Financial Planning and Analysis (FP&A)
- Advanced skills with Power Point and Excel (capacity to build macros and use VBA); strong data analysis capabilities
- Exceptional analytical skills with a high sense of numbers; ability to translate complex data into concrete ideas
- Proven ability to prioritize multiple tasks and manage time-sensitive executive demands on an ongoing basis
- Demonstrated excellence in managing stakeholder relationships and the influence of matrix organizations
- Strong interpersonal and communication skills with proven ability to mobilize cross-functional teams and foster collaboration
- Innovative, proactive and persistent approach to problem solving

Assets

- CPA, CFA, or Finance MBA with specialization in financial institutions
- Existing knowledge/expertise on the activities and transactions of financial institutions (including banking structure, risk management concepts, financial markets and instruments)
- Advanced proficiency in Python, R, or other data analytics toolsets

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 including flexible premiums and benefits
- Managers who coach employees and help them find opportunities to develop.
- Capacity to make a difference and sustainable impact
- Working in an agile, collaborative, progressive and efficient team
- An opportunity to meet with senior managers from many parts of the organization

Job Skills

Business Evaluations, Business Process Design, Communication, Decision Making, Group Problem Resolution, Interpersonal Relationship Management, Organizational Change Management, Process Management, Time Management

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 R0000187203 on the RBC careers portal.

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