Director EIAM Strategy &Technical Product Management (Global Security)

Requisition	R0000187708
Employer	RBC
Canadian locations	Toronto (Ontario, Canada) · Bedford (Nouvelle-Écosse, Canada) · Vancouver (Colombie-Britannique, Canada)
Primary address	16 YORK ST, TORONTO, ON M5J 0E6, Canada
Posted	November 26, 2026
Date in the description	September 25, 2026
Posted deadline	December 15, 2026
Last day to apply	December 14, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

The Director of EIAM Strategy & Technical Product Management is responsible for defining and executing integrated product strategy across Royal Bank of Canada's Enterprise Identity and Access Management (EIAM) platform.

This is a hands-on technical leadership role requiring deep engineering involvement and direct accountability for identity lifecycle management, authorization frameworks, governance capabilities, privileged access management, secrets management, and enterprise-wide identity architecture. The successful candidate will drive technical excellence across core security and compliance requirements while leveraging advanced technologies—including AI where appropriate—to enhance EIAM capabilities.

This role requires a technologist with proven practical experience in designing and implementing complex identity systems, not a product manager focused on commercial or commercial development.

Responsibilities

- Own unified EIAM platform strategy and roadmap that incorporate emerging technologies and best practices spanning identity lifecycle for platforms such as authorization, authentication, governance, privileged access management, and secrets management
- Work closely with business lines to define and interpret business requirements and map them according to appropriate technical specifications that can be used to stimulate solution architectures and design
- Acting as a strategic link between supplier capabilities and RBC product requirements, ensuring solutions are aligned with the needs of the company and maximizing the value of delivery, including guiding decisions on the supplier's product roadmap
- Evaluate supplier offerings against RBC's technical and operational criteria to validate the adjustment and identify capacity gaps - Translate business requirements into achievable product roadmap elements
- Work with Solutions and IAM Architects to facilitate disciplined decisions on access solutions that meet business needs in a resourcing and bandwidth environment that includes engineering, application integration and support, IAM operations and program teams
- Prioritize, update, and modify strategies and roadmaps as business needs and vendor landscapes evolve while continuing to drive product strategy and accelerate multiple enterprise IAM initiatives

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- To serve as the primary point of contact for inter-functional stakeholders on the IAM strategy and supplier integration decisions
- Develop forward-looking roadmaps aligned with 2-year technology vision (including AI and PAM innovation trends)
- Collaborate with compliance and risk teams to integrate regulatory controls into product design
- Mentor products and technical team members on identity architecture, governance strategy, and best technical practices

Qualifications

Requirements

- 10 years of IAM experience, preferably in a financial institution/large enterprise environment, with one of the following: Preferred Access Management (PAM), Secret Management, Identity Governance and Administration (IGA), Authentication, Authorization, or IAM Cloud/AI Solutions
- 5 years and more experience demonstrated to translate compliance and business requirements into technical architecture and strategic frameworks
- Experience in evaluating and linking supplier products with organizational requirements to ensure optimal alignment of solutions and value
- Demonstrated experience in developing and maintaining roadmaps at the program and project level that align with architectural and organizational strategies
- Proven ability to develop and own comprehensive IAM strategies that leverage emerging
- technologies and industry trends to address IAM requirements while aligning with Enterprise Architecture
- Work experience with one or more of the following: Idira (CyberArk), SailPoint, HashiCorp, Secrets Manager, Entra ID and other IAM related tools and platforms.
- Experience in creating realistic and achievable roadmaps by integrating cross-functional perspectives from IAM teams, cybersecurity and different stakeholder groups
- Strategic vision and proven experience translating complex IAM concepts – including authentication architecture, licensing frameworks, identity governance, preferred access management and compliance landscapes – into a coherent strategy and roadmap that stimulates business value.
- Proven ability to lead interfunctional technical teams in complex and regulated banking/financial environments
- Skill with agile product delivery frameworks and automation technologies
- Highly skilled at presenting to senior leadership and executives. Strong ability to communicate IAM strategy, progress, and critical updates in a clear, business-focused manner that resonates with C-suite audiences
- Ability to determine the information and communication needs of the stakeholders and project.
- Results-based and time-oriented objectives; capable of meeting high quality standards while simultaneously performing various tasks and deadlines
- Excellent interpersonal skills to collaborate between functions and businesses

Assets

- CISSP, CISM or other IAM specific certification
- Experience with cloud identity platforms (Azure AD, Okta, AWS IAM); knowledge of zero trust architecture and security frameworks; knowledge of compliance and regulatory requirements (SOC 2, ISO 27001)
- Experience of digital transformation initiatives
- Background in Agile or Scrum methodologies
- Exposure to API management and microservices security
- Prior experience working with IAM configuration, or IAM architecture

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.

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- 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
- Opportunities to do challenging work

Job Skills

Access Governance, Azure Active Directory (AAD) Privileged Identity Management (PIM), Decision Making, Group Problem Solving, Identity Access Management (IAM), Identity Governance, Identity Management Systems, Information Security, Information Technology Security, IT Systems Integration, Negotiation, Privileged Identity 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 R0000187708 on the RBC careers portal.

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