Senior Manager, Strategic Transformation & Enterprise Risk Governance

Requisition	R0000188071
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 23, 2026
Date in the description	September 25, 2026
Posted deadline	December 23, 2026
Last day to apply	December 22, 2026
Business area	CHIEF LEGAL & ADMIN OFFICE GRP
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

The Senior Manager, Strategic Transformation & Enterprise Risk Governance is responsible for the execution and continuous improvement of strategic change management, risk and control methodologies, and the establishment of the centralized Enterprise Control Library. This role ensures appropriate identification, assessment, and coverage of Non-Financial Risk categories across the first line of defense while driving enterprise-wide transformation. The Senior Manager will drive standardization, support regulatory compliance, remediate control environment deficiencies, and provide analytical and advisory insights to key stakeholders and all Lines of Defense.

Responsibilities

Strategic Change Management & Governance (35%)

- Develop and implement change management strategies consistent with business objectives and transformation priorities
- Conduct organizational readiness and stakeholder impact analyses to identify capacity gaps and resistance points
- Develop communication, training and adoption programmes for new control frameworks and methodologies
- Manage change control processes and monitor transformation parameters to ensure successful execution
- Build change management capability across business units and all Lines of Defense

Risk and Control Methodology Execution (25%)

- Lead the execution and development of risk identification and assessment methods, ensuring consistency and rigour at the company level
- Develop and improve risk and control documentation, templates and reporting tools in line with RBC's Internal Control Management Standard (ICMS).
- Identify opportunities for process standardization and best practice adoption across business units
- Analyze control adherence to internal policies and external regulatory requirements, ensuring alignment and compliance

Enterprise Control Library Development & Governance (30%)

- Lead the development of top-down corporate control using the RBC Internal Control Management Standard (ICMS) methodology

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- Proactively identify and understand risks impacting the enterprise within designated risk stripes - operational risk domains.
- Create standardized control descriptions using the standard control description tool, addressing six key dimensions: when, who, what, how, why and where
- Establish and maintain the centralized Enterprise Control Library in ORMS as the authoritative repository for Key Controls with enterprise-wide applicability
- Validate design effectiveness and ensure accurate classification of controls to appropriate risk bands
- Promote the repair of environmental control gaps identified by regulatory authorities, 2LOD and 3LOD through collaboration with owners and control stakeholders

Training, Capability Development & Stakeholder Engagement (10%)

- Develop and provide specialized training sessions and documents on risks, control and change management, building on knowledge from data
- Develop procedural documents and implementation guides for the adoption of corporate control
- Strengthen the library's risk management and control capacity in operational units and in all defence lines
- Work with the control owners, 1LOD, 2LOD, 3LOD and the company's Chief Control Office to refine controls, validate design effectiveness and ensure alignment
- Communicate risk findings and progress in transformation to various audiences, including senior management and regulators

Qualifications

Requirements

- Bachelor of Finance, Business Administration, Risk Management or other related area; extensive experience in risk management and governance in the financial services sector
- Experience in risk management, with emphasis on risk control and management methods and non-financial risk categories
- Knowledge of the development and implementation of risk identification and assessment frameworks in a large and complex organization
- In-depth knowledge of internal and external regulatory requirements and standards
- Analytical skills and experience in conducting complex risk analyses and thematic reviews
- Proven ability to influence and advise stakeholders and multiplatform teams across all defence lines
- Experience in supporting regulatory and audit commitments
- Transformation Leadership and Management Capabilities
- Strong project management skills, with capacity to plan, execute and oversee risk management and change initiatives

Assets

- MBA, CRM, FRM, GRC, CIA, or CPA designations
- Familiarity with risk management software and tools (ORMS, ICMS), and ability to leverage technology to enhance risk identification and control processes
- Skills in training design and development; ability to develop, customize and implement risk management training programs
- Experience in creating or managing centralized control libraries or corporate governance frameworks

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.

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- 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
- Opportunities for progressively fulfilling greater responsibilities

Job Skills

Communication, financial instruments, fraud risk management, long-term planning, operational risks, risk control, risk management, waterfall model

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 R0000188071 on the RBC careers portal.

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