Senior Director, People Risk Governance, Policy and Practice Lead

Requisition	R0000191595
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 3, 2026
Last day to apply	November 29, 2026
Posted deadline	November 30, 2026
Business area	HUMAN RESOURCES & BMCC
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

As a key and integral member of the People Risk Governance & Oversight team, the Senior Director, People Risk Governance, Policy & Practice Lead will support the VP, People Risk Oversight & Governance in the strategy, development and execution of a centralized, enterprise-wide, 2nd line of defense Centre of Governance (CoG) practice for the People Risk domain.

Specifically, the Senior Director will play an active and leadership role in the following areas

- Develop, implement and maintain a clear and well-defined operating framework, a targeted business model and a global risk monitoring strategy for people, in line with the regulatory requirements and risk frameworks of the company.
- Establish consistent risk monitoring governance processes that include identification, assessment, mitigation, reporting and risk monitoring for people globally.
- Ensuring that the enterprise People Risk profile demonstrates a fair and accurate representation of risk exposure and aligns with RBC’s risk appetite.
- Provide independent and objective information on risk management, trends, analysis and perspectives on emerging risks to allow informed discussion at the senior management level and action-oriented decision-making.
- As a global risk leader, establish processes to provide support and advisory advice to 1LOD and 2LOD partners on escalation of risks to people.
- Promote and maintain strong strategic relationships with internal partners in HR, Group Risk Management (GRM), compliance, business segments and functions, while maintaining a strong risk management culture and mentality.

Responsibilities

- People Risk Centre of Governance: Shape and drive the global operating model and strategy for RBC’s enterprise-scope 2LOD People Risk CoG, ensuring that 1LOD and 2LOD roles and responsibilities are clearly delineated and understood by all impacted parties. Act as key contact and subject matter expert for all People Risk management matters, fostering strong partner relationships to enable active collaboration and global consistency in the adoption and application of related risk management practices.

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

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

- Risk Governance: Owner of the People Risk framework, taxonomy, methodology and requirements, ensuring they are well-defined and align with Operational Risk and Regulatory Compliance risk management practices. Champion and lead for integrating and ensuring adherence of the universal risk practices described by the Operational Risk Management Framework. Key participant in various operational risk governance and leadership forums. Collaborate with GRM Operational Risk Management and Compliance to support convergence activities in support of risk management practices or any other enterprise methodology changes to be implemented.
- Policy Governance: Develop an enterprise-scope People Risk Policy and related standards that govern how People Risk is managed globally, while ensuring the policy remains consistent with changing industry best practices and regulatory expectations. Own and maintain all applicable 2LOD People Risk policies/standards and establish a policy architecture governance model in alignment with Enterprise Risk policy requirements. Implement policy adherence monitoring for 2LOD People Risk policies/standards, confirming whether 1LOD teams are complying with governing regulations and internal policy requirements.
- Risk Oversight, Challenge & Assessment: Provide independent oversight of the 1st LOD risk-taking and control activities and challenge risk assessments and risk decisions made through review of Risk Registers, Control Registers, Risk & Control Self-Assessments (RCSAs), Issues Management, Internal and External events, Scenario Analysis and Change Management initiatives. Advise on the alignment of the business risk appetite with the enterprise. Monitor and challenge risk exposure and control effectiveness. Conduct and lead thematic reviews specific to identified People Risks and supporting practices. Engage with partners across the enterprise to effectively raise issues identified through 2LOD oversight and monitoring activities.
- Regulatory and Audit Relations: Lead the review and coordination of responses to regulatory reviews related to risks to individuals, inquiries, consultations and audit requests from regulators.
- Advisory & Training: Provide risk insight and guidance to 1st line partners on the identification of inherent People Risks and the assessment of existing controls to mitigate potential risks and reduce residual risk. Develop People risk training that provides information and education specific to People Risk and associated controls to help strengthen awareness and risk culture
- People Leadership: Manage a team of risk management professionals, provide ongoing support and coaching to foster professional growth and development.

Qualifications

Requirements

- Expertise and knowledge of the operational risk frameworks and risk frameworks of the company, with at least 10 years of experience working in risk management, a supervisory and/or regulatory compliance function with a governance objective.
- Experience in conducting complex initiatives and transformation at the scale while providing strategic impact.
- Ability to navigate in ambiguity, giving a sound perspective and judgment to decision-making.
- Ability to influence decision-making by senior management with precision and clarity on complex risk and regulatory issues.
- Experience in policy management and governance.
- People leadership experience.

Assets

- HR, people Experience related to risk and/or labour law
- Prior experience with working within a global, enterprise-wide mandate
- Strong use of Excel and PowerPoint applications
- Dashboard/reporting capabilities

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.

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

- 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.
- Flexible work/life balance options
- Opportunities to do challenging work
- Opportunities for progressively fulfilling greater responsibilities
- Access to a variety of job opportunities across business and geographies

Job Skills

Business Perspective, Client Counselling, Data Collection Analysis, Decision Making, Fraud Management, Internal Controls, Organizational Governance, Process Management, Risk Management, Strategic Thinking

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 R0000191595 on the RBC careers portal.

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

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