Director, Enterprise Integration Services – OneRBC: CNB Integration

Requisition	R0000191648
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	October 30, 2026
Last day to apply	December 17, 2026
Posted deadline	December 18, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Join RBC's US CIO Technology Strategy and Architecture team as Director, Enterprise Integration Services for the OneRBC: CNB Integration program—a transformational, multi-year initiative that will reshape how RBC operates post-acquisition. In this strategic role, you'll architect and drive the technology integration of City National Bank into RBC's operating model, designing solutions that enable seamless cross-entity operations while establishing repeatable playbooks for future M&A activities.

This is a career-defining opportunity where you'll partner with RBC and CNB enterprise leadership to synthesize complex requirements into cohesive technology strategies spanning identity & access management, cloud infrastructure, network architecture, security posture alignment, and modern workplace modernization. You'll own the validation and de-risking of integration decisions through proof-of-concept initiatives, ensuring solutions deliver tangible business outcomes while maintaining enterprise standards and regulatory compliance.

Beyond CNB, you'll build RBC's M&A integration capability—establishing integration playbooks, standards, and governance models that position RBC to confidently and efficiently integrate future acquisitions. If you're a strategic thinker with deep Microsoft and infrastructure expertise, comfort with constructive challenge, and passion for building organization-scale solutions, this role offers the scope and impact to make a lasting difference at an enterprise scale.

Responsibilities

Strategic Integration Design & Delivery

- Develop end-to-end integration plans and solutions: Define and evolve technology integration for CNB across identity, cloud, network, security, and workplace domains.
- Synthesis of the Phased Roadmap Requirements: Translate competing business/technical needs into achievable plans, balance trade-offs (e.g. safety and ease of use).
- Drive alignment with RBC standards: Partner with enterprise teams to ensure CNB solutions adhere to RBC frameworks while fostering innovation.

Stakeholder Leadership & Alignment

- Act as technical liaison: Bridge CNB leadership, RBC CIO, and enterprise teams to maintain alignment on priorities.

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- Communicate complex decisions to senior management: Present integration compromises and business case work in clear, non-technical terms.
- Facilitate cross-functional consensus: Lead the design of reviews and build confidence to resolve conflicts between infrastructure, security and operations teams.

Solution Validation & De-Risking

- Proof of Concept (PC) Validation Initiatives: Validate integration assumptions (e.g., identity federation, network testing) before scale.
- Define success criteria and benchmarks: Establish parameters to ensure the effectiveness of the solution.
- Alignment with the modern practices of the SDLC: Work with development teams to integrate CI/CD pipelines and cloud-native models.

M&A Integration Capability Building

- Codify playbooks and reference architectures: Document CNB integration patterns for reuse in future acquisitions.
- Establish governance models: Create standards for technology discovery, risk mitigation and deployment in merger and acquisition scenarios.
- Building and guiding integration skills: Building RBC's M & A capacity by identifying and assisting future leaders.

Operational Readiness & Governance

- Ensure sustainable operations: Partner with support teams to define runbooks, climbing processes and continuous improvement.
- Maintain regulatory compliance: align solutions with financial services regulations and audit standards (e.g. cross-border requirements).
- Monitor and optimize post-deployment improvements: Conduct using user feedback, measurements and lessons learned.

Qualifications

Requirements

- Undergraduate degree in computer science, engineering, IT or related fields (or equivalent professional experience).
- 10-12 years later, in the areas of technology integration, infrastructure or security leadership.
- 5+ years in architect/senior technical leadership roles, leading complex, multi-disciplinary design efforts.
- Deep Microsoft expertise: Azure, Entra ID/Azure AD, Microsoft 365 (Exchange, SharePoint, Teams), hybrid identity, and federated access.
- Major infrastructure and security: network architecture, firewall design, cloud infrastructure, IAM, zero-confidence principles, and compliance frameworks.
- Financial services regulatory knowledge: Understanding of Canadian/US banking compliance and operational models.
- SDLC technology: modern software development life cycle, agile methodologies, CI/CD pipelines and containerization.
- Strategic Communication: Ability to translate technical concepts for C-suite audiences and influence senior management.

Assets

- Familiarization with RBC governance models, architecture frameworks and technologies.
- Prior participation in technology integration during mergers/acquisitions.
- Multi-tenure architecture: Experience in designing solutions for complex and federated organizational structures.
- Proven ability to operate effectively in complex and large matricial environments.

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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.
- Managers who coach employees and help them find opportunities to develop.
- Ability to make a difference and have a lasting impact.
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- A world-class financial services training program.
- Opportunities to do challenging work.

#TECH PJ

Job Skills

Applications Architecture, critical thinking, data architecture development, decision-making, enterprise IT architecture, information technology consulting, IT architecture, multi-level communication, service-oriented architecture (SOA), target architecture

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 R0000191648 on the RBC careers portal.

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