Director, Strategy and Transformation

Requisition	R0000192173
Employer	RBC Direct Investing Inc.
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 17, 2026
Last day to apply	December 1, 2026
Posted deadline	December 2, 2026
Business area	WEALTH MANAGEMENT
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Director, Business Transformation & Integration leads the development and delivery of major change at RBC Direct Investing, a digital investment business in the middle of significant transformation. This role will own individual change projects (pods), guiding each from inception through to implementation with business strategy and key objectives front of mind. The role calls for deep expertise in one or more areas, such as product, pricing, operations, data & analytics, marketing, digital product, or customer experience, along with experience leading diverse teams and a strong grasp of the business and its competitive landscape. In return, you will gain a structured leadership and personal development program and high-visibility exposure to senior and executive leadership.

Responsibilities

- Order execution: Take full ownership of critical transformation projects and product launches, leading them from creation to implementation while ensuring alignment with the objectives of the operational strategy.
- Communicate with Impact: Provide clear, concise and compelling communication tailored to various audiences, from front-line teams to senior managers, ensuring alignment and understanding of objectives and strategies.
- Responsible with Purpose: Provide leadership, coaching and mentoring for cross-functions
- teams, inspiring them to achieve their best and achieve outstanding results.
- Navigate complexity: Manage and organize large-scale initiatives, balance competing priorities and mitigate risks to ensure timely and successful delivery.
- Collaborate and influence: Establish strong relationships between teams and functions, foster collaboration and ensure transparent delivery of initiatives.
- Design and execution: Apply the first thought design to design innovative solutions that meet complex challenges while maintaining the end-user experience at the forefront.

Qualifications

Must haves

- 5 years and more experience in the investment industry or equivalent investment of knowledge
- Experience in leading and delivering large-scale complex transformation projects with multiple stakeholders
- A thorough understanding of business fundamentals, investment products and competitive dynamics
- Strong interpersonal and communication skills (written and oral)
- Strong organizational skills and attention to detail, with the ability to manage competing priorities in a fast-paced environment

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- Experience in the development and design of digital products, with an emphasis on creating exceptional customer experiences

Assets

- Experience in agile settings
- Professional qualifications such as CSC course
- Strong knowledge of investing regulatory framework

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

Job Skills

Business case design, communication, critical thinking, efficiency measurement, financial regulation, interpersonal relationship management, product development life cycle, product development methodology, product services, results-based water drop 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 R0000192173 on the RBC careers portal.

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