Director, CIAM Regulatory & Audit Readiness (Global Security)

Requisition	R0000193062
Employer	RBC
Canadian locations	Toronto (Ontario, Canada) · Calgary (Alberta, Canada) · Vancouver (Colombie-Britannique, Canada)
Primary address	16 YORK ST:TORONTO
Posted	November 24, 2026
Last day to apply	December 30, 2026
Posted deadline	December 31, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

In this role, the Director, CIAM Regulatory and Audit Readiness (Global Security) is responsible for the leading of Customer Identity and Access Management (CIAM) regulatory and audit compliance readiness disciplines, leveraging Enterprise policies and standards and in close alignment with the IAM domain. The primary focus is on CIAM-specific internal / external audit inquiries, regulatory assessments (including all RBC subsidiaries) and preparedness for audit and regulatory examinations. This role will be key in supporting the strategic goals and risk governance within the IAM domain, including driving efficiencies in our internal and external operations through cross team collaboration.

Responsibilities

- Key missions for CIAM-related verification and regulatory reviews and programs, including preparatory work and implementation
- Manage all CIAM audit and regulatory investigations, including data collection, analysis and delivery, and monitor risk issues and findings in line with remediation commitments.
- Coordinate evidence for CIAM control testing and the CNB CIAM controls assessment.
- Assess the preparation for the CIAM review and the impact of changing regulatory expectations.
- Stakeholder in the review of procedure documents created by operational teams and programs to align to Standards and Regulations. Review and challenge of CIAM control operations and analyze evidence to guide operational and strategy teams.
- Support for the analysis of control and procedural gaps, in close collaboration with other CIAM teams to identify and assist in identifying potential gaps and needs for corrective action
- Supports advisory services for all CIAM control activities, working with IAM operations, engineering and strategy teams to support compliance.

Qualifications

Requirements

- 10 years and more experience in the areas of audit, IT risk and compliance control, with 4 years and more in CIAM or IAM.
- Leadership in managing identity and access or practical knowledge of CIAM controls and process implementation.

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- Experience with US and Canadian regulatory examinations
- Experience in analyzing data on business processes and risk mitigation measures
- Experience in people management and leadership
- Strong analytical and technical skills for effective communication and presentation at various levels of management.

Assets

- CISA, CRISC, CISSP or equivalent; designation for internal or certified control tests
- 5 years and over in a global financial organization
- 10 years and over in CIAM or IAM operations, IT risks or audit function
- Experience in KRI / KPI parameter definitions, reports and analysis
- A strategic attitude with excellent knowledge of the IT financial sector
- Working knowledge of IT models and deep data analysis

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.
- 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

Job Skills

Critical Thinking, Cyber Security Management, Decision Making, Detailed Orientation, Information Security Management, Information Technology Security, Interpersonal Relationship Management, IT Security Architecture, Performance Management (PM)

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 R0000193062 on the RBC careers portal.

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