Principal, Retirement Team

Company Overview
Ellement Consulting Group (Ellement) is a privately-owned consulting firm established in 1996. We provide actuarial, administration, and consulting solutions for pension, benefits, and investment programs for individuals, corporations, unions, associations, and governments across Canada.

At Ellement, we empower our clients with informed choices and expert advice. Our mission centers on delivering purposeful, accessible experiences that prioritize customer obsession and operational excellence. We are committed to integrity, strategic foresight, and fostering symbiotic partnerships where challenges are met with collective brilliance and innovative solutions.

Our approach is straightforward and client-centric, ensuring that every interaction is clear, helpful, and devoid of unnecessary jargon. Confident and authentic, we strive to be more than consultants—we are reliable partners in our clients' success.

Position Summary
We are seeking a highly experienced and strategic Principal to join our retirement practice. In this senior leadership role, you will provide expert actuarial guidance on pension plans and retirement products, oversee client engagements, and drive the development of innovative solutions. Your leadership will shape the strategic direction of the retirement team while ensuring the delivery of high-quality services to our clients.

Key Responsibilities

- **Valuation and Projections:**
  Oversee the actuarial valuations of pension plans, severance and sick programs, and health and wellness benefit plans, ensuring accuracy, compliance, and timely delivery of results.
  Peer review results and sign reports.
- **Report Preparation:**
  Peer review comprehensive actuarial reports and presentations for clients, summarizing findings, recommendations, and action plans.
- **Model Development:**
  Oversee the development and enhancement of actuarial models to improve accuracy and efficiency in valuation processes and practice areas.
- **Risk Assessment:**
  Analyze risks associated with retirement plans and recommend strategies for risk mitigation, including funding policies and investment strategies.
  Develop innovative strategies to mitigate risks and enhance financial stability.
- **Client Advisory and Management:**
  Act in a lead role for contact with clients, delivering expert advice on pension plan design, funding strategies, and regulatory compliance.
  Lead client meetings and calls.
  Cultivate and maintain strong relationships with key clients, serving as a trusted advisor on pension plan design, funding strategies, and regulatory compliance.
- **Training and Mentorship:**
  Mentor and guide actuarial staff and senior administrators, fostering a culture collaboration, continuous learning, and professional growth within the team.
  Lead and foster team development.
- **Market Analysis:**
  Stay abreast of industry trends, regulatory changes, and emerging best practices to inform the strategic direction of the practice and enhance service offerings.

- **Business Development:**
  Identify new business opportunities, lead proposals, and participate in marketing initiatives to grow the retirement practice.
- **Thought Leadership:**
  Represent the organization at industry conferences and events, sharing insights and contributing to discussions on key retirement issues.
  Develop and implement strategic plans for the retirement practice, aligning with organizational goals and market opportunities.

Qualifications and Attributes

- **Education:**
  Bachelor's degree in Actuarial Science, Mathematics, Statistics, or a related field.
- **Experience:**
  12+ years of relevant actuarial experience, including significant experience in a leadership role within the retirement field.
  Demonstrated ability to manage complex projects and drive results in a client-focused environment.
- **Certifications:**
  Fellow of the Society of Actuaries (SOA) and Fellow of the Canadian Institute of Actuaries (CIA).
- **Skills:**
  Strong analytical and problem-solving skills with a keen attention to detail and a focus on delivering client-focused solutions.
  Extensive experience in actuarial consulting, specifically in the retirement and pension sector, with a proven track record of leadership.
  Excellent communication and interpersonal skills, with the ability to engage effectively with clients and stakeholders at all levels.
  Experience with the actuarial software program ProVal is a plus.
  Successful completion of a cleared criminal background check is required.