

Are you passionate about protecting the environment? Do you go out of your way to reduce, reuse, and recycle? Do you envision a waste-free future?

If you answered yes to those questions, then we'd like to hear from you.

We are the [Resource Productivity and Recovery Authority \(RPRA\)](#), Ontario's circular economy regulator.

Our vision is a circular economy today for a waste-free tomorrow. Our mission is to support compliance with individual producer responsibility through education and enforcement to foster Ontario's circular economy, spur innovation, and protect the environment.

We are looking for a talented and committed individual to join us as a **Manager, Compliance Market Intelligence** to support the government's efforts to protect the environment and advance a new economy in which all waste is reused, recycled, and reintegrated.

### **Manager, Compliance Market Intelligence**

The Manager, Compliance Market Intelligence, is a member of the Compliance and Registry leadership team who is responsible for the day-to-day operational management of the Senior Compliance Officers. This includes managing team resources, directing and overseeing the successful execution of compliance activities under:

- the Resource Recovery and Circular Economy Act, 2016 (RRCEA) and associated regulations, and
- waste diversion programs and industry stewardship plans under the Waste Diversion Transition Act, 2016.

The Manager is also responsible for using risk-based decision-making to set priority areas of focus and establishing a framework to monitor the marketplace in which registrants operate to advise on proactive interventions RPRA can take to meet both its objectives and the provincial interests set out in the RRCEA.

The Manager will also carry out the role of inspector as set out in the legislation.

#### **Practically speaking, you will:**

##### **Operational Management (60%)**

- Manages day-to-day compliance functions being undertaken by the Senior Compliance Officers
- Monitors the Key Performance Indicators of the Senior Compliance Officers and advises on resource needs to the Director of Compliance Strategy and Risk
- Develops compliance plans and processes
- Adheres to modern regulator principles, including communications for compliance
- Provides guidance to the Director and Registrar on engaging with the regulated community through consultations on compliance related topics
- Liaises with other staff to ensure efficient and effective exchange of information, specifically the Director of Programs and Stakeholder Relations

- Acts as a cross-functional lead representing the Compliance and Registry Team across the organization on projects as directed
- Regulatory implementation and transition of the team
- Strategically identifies registrant needs and mobilizes the capacity of the team to develop compliance policy and supporting documentation
- Review and implement burden reduction and IPR harmonization strategies in the Compliance and Registry Team operations and policy

### **Leadership (20%)**

- Manages, motivates and supports the development of the Compliance and Registry Team through informal and formal methods including daily guidance, mentoring, structured training, and individual performance management
- Champions an organizational culture of collaboration and continuous improvement

### **Stakeholder and Registrant Relations (20%)**

- Develops a deep understanding of industries and industry markets so we can help registrants determine an effective path to compliance
- Responsible for maintaining a relationship of trust, collaboration and accountability with MECP and RPRA stakeholders with respect to RPRA's compliance mandate

### **Other Duties**

- Perform other duties as assigned

## **Qualifications**

### **Education**

- Bachelor's degree in business, finance, law, environmental studies or other related subject or equivalent work experience.

### **Experience**

- A minimum of five years leadership experience and ten years of experience in a regulatory compliance role/operational waste experience/service delivery is required
- Must demonstrate a high degree of knowledge of RPRA and the complexity of extended producer responsibility.

### **Other Knowledge, Skills, Abilities or Certifications**

- Proven operational management and leadership including extensive experience in leading, mentoring and training
- Management experience with complex IT systems designed to gather, monitor and report on data
  - Background with a large CRM considered an asset
  - Background in being a business owner for IT development projects considered an asset
- A sustained record of delivering results in a regulatory environment
- Experience in leading projects in complex environments, including change management, human resources and budgets allocation
- Demonstrated track record in facilitation and conflict resolution
- Political acuity and exceptional stakeholder relations skills
- Excellent analytical and problem-solving skills with a capacity to understand complex concepts and technical materials related to legislation and regulation

- Discretion in working with confidential information with unquestionable integrity, ethics and astute judgment
- Understanding of risk management frameworks (their implementation in a regulatory context considered an asset)
- Comprehensive understanding of the RRCEA, WDTA, associated regulations and continued program and stewardship plans an asset
- Extensive knowledge of municipal and private sector waste management operations an asset
- Knowledge of product distribution systems an asset
- Familiarity with environmental and waste reduction and recovery initiatives an asset
- Knowledge and understanding of the circular economy would be an asset
- Experience with development of audit and verification strategies in a regulatory environment would be considered a benefit
- Ability to communicate in French considered an asset

### **Working with the Resource Productivity and Recovery Authority**

This is a full time permanent role working Monday-Friday from 9:00am-5:00pm, with flexibility as needed. Our highly attractive total compensation plan includes a competitive salary (commensurate with experience), health benefits, personal days and three weeks of vacation.

We have a hybrid work arrangement and support flexible work schedules. **Remote work is expected to be completed from a location within Ontario.** We are conveniently located in North York on the Yonge subway line at Sheppard Avenue.

You will be a part of a collaborative team doing ground-breaking and meaningful work with a critical environmental and economic mission.

RPRA is committed to maintaining a professional and respectful work environment. RPRA prioritizes the safety and well-being of its employees. Harassment or disrespectful behaviour of any kind by any individual towards our employees will not be tolerated.

We strive to build a team that reflects the diversity of the community we work in and encourage applications from traditionally underrepresented groups such as women, visible minorities, Indigenous peoples, people identifying as LGBTQ2SI, veterans, and people with disabilities.

RPRA welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

**Min: \$99,911 – Mid: \$124,889 salary range**

#### **How to Apply:**

All applicants and referrals: submit your resume to HR with the job title in the subject heading via [careers@rpra.ca](mailto:careers@rpra.ca)