



The better way to bank

Members of the CUA Team work to create and deliver a great banking experience to over 25,000 individuals and businesses across Nova Scotia. The CUA Difference is a combination of flexible products, personalized service and quick decisions made and delivered by people who know and love our Province. CUA's continued growth and member satisfaction reflects a team of committed problem-solvers who think big and outside the box to help others take a step forward in their financial health. If you are excited about the opportunity to help people achieve what matters most, while changing the way people think about banking, consider the following role.

Vice President, Strategy and Operations

Reporting to the President & CEO, the Vice President, Strategy and Operations provides strategic leadership and operational oversight to ensure the long-term growth, efficiency and performance of CUA. The position is responsible for developing, executing and monitoring CUA's Strategic Plan and related corporate strategies, driving operational excellence and leading cross-functional initiatives that enhance profitability, digital transformation and customer experience. In delivering these responsibilities, the Vice President, Strategy and Operations applies strategic foresight with disciplined execution and effective collaboration. As a key advisor to the President & CEO, the position is the subject matter expert on strategic priorities, results, market trends, operational performance and defined business objectives.

Attributes:

As the successful candidate, you have a proven track record in leadership and are known to have exceptional strategic, critical and analytical capabilities. Your knowledge and execution of process improvement and transformational change projects have established you as a "go to" expert for these efforts. Applying an effective project management process and delivering results through collaboration are cornerstones to your success. You are results-driven, a superior writer, and adeptly apply sound judgement with data-driven and evidence-based analysis, resulting in strong decisions and effective operational outcomes. Your ability to communicate and implement performance measurement models has enabled organizations that you are part of to better understand their business and to achieve greater results.

Education / Experience:

- Bachelor's or Master's Degree with an emphasis on Business or Commerce.
- Minimum of ten years of progressive leadership experience, in the areas of strategy formulation, business planning and transformational or process improvement initiatives.
- Experience in the financial services sector is considered an asset.

Employment Equity, Diversity & Inclusion at CUA:

CUA strives to achieve a workplace where opportunities are based on skills and abilities and recognizes the value that diversity brings. We encourage applications from all qualified candidates, including those who identify as racially visible, indigenous, women in underrepresented roles, persons with disabilities and members of the 2SLGBTQI+ community. CUA supports candidates and employees with access and accommodation needs. If you are selected for an interview and require a specific accommodation, please let us know and we would be happy to assist.

This is a full-time position offering competitive benefits and compensation commensurate with experience and qualifications.

Closing date for this opportunity is **December 8, 2025**.

Method of Applying:

Please apply by submitting a resume to careers@cua.com as well as providing your salary expectations. While we appreciate all submissions, only those considered for an interview will be contacted. Thank you for your interest in joining the CUA Team!