



REPRESENTING MORE THAN 47,000 MEMBERS, the College of Family Physicians of Canada (CFPC) is the professional organization responsible for establishing standards for the training, certification, and lifelong education of family physicians and for advocating on behalf of the specialty of family medicine, family physicians, and their patients. The CFPC accredits postgraduate family medicine training in Canada's 18 medical schools.

The CFPC is seeking an accomplished leader to join our Senior Advisory Team and establish a new enterprise-wide risk and business continuity function that will strengthen organizational governance, resilience, and accountability, while supporting risk-informed decision-making.

Director, Risk and Compliance

Reporting to the Executive Director, Corporate Services, the Director, Risk and Compliance will provide strategic and operational leadership for the CFPC's enterprise risk management and regulatory compliance programs, internal audit, organizational policy oversight, and business continuity programs, protecting both the CFPC and the Foundation for Advancing of Family Medicine (FAFM) from legal, regulatory, operational, financial, strategic, and reputational risk.

This is an exceptional opportunity for an experienced risk and compliance leader who thrives in complex, highly regulated environments. The successful candidate will bring demonstrated expertise developing enterprise risk management frameworks, regulatory compliance programs, internal audit and compliance review functions, business continuity programs, and organizational policy oversight. They will possess exceptional judgment, strategic thinking, and business acumen, with the ability to anticipate emerging legal issues and risks, influence executive decision-making through clear risk analysis, reporting, and recommendations, and translate complex regulatory requirements into practical organizational solutions. A collaborative and trusted advisor, the Director will build strong relationships across the organization and with external partners while leading continuous improvement initiatives that strengthen governance, compliance, operational resilience, and the achievement of strategic objectives.

The ideal candidate will possess a master's degree in business administration, finance, or a related discipline, together with at least ten (10) years of progressive leadership experience in risk management, regulatory compliance, internal audit, business continuity, organizational policy oversight, governance, or a related field. Professional certification such as Canadian Risk Management (CRM), Certified Compliance Professional (CCP), Certified Internal Auditor (CIA), or Certified Risk Management Professional (CRMP) is required. Candidates will demonstrate outstanding communication, relationship-building, people leadership, and change leadership capabilities. Bilingualism (English and French) is an asset. The successful candidate will embody the CFPC's **Values in Action**—Caring, Learning, Collaboration, Responsiveness, Respect, Integrity, and Commitment to Excellence.

To explore this exceptional opportunity further, please contact **Pamela Colquhoun, Partner**, via **Kathy Luu** at **kluu@boyden.com**.

The salary range for this position is \$163,312.56 - \$204,140.64. The role is based in Mississauga, and the successful candidate may have the ability to work remotely in accordance with the Organization's policies and procedures dealing with remote and/or hybrid work arrangements in effect from time-to-time. Our current hours of operation are Monday to Friday 8am to 5pm Eastern Time.

This is a new role for the organization with an expected appointment in fall 2026.

The CFPC is committed to equity, diversity, and inclusion in the workplace, and actively promotes a safe, healthy, and respectful work environment. Our hiring practices have been designed to ensure that applicants are protected from discrimination, human rights are respected, and individual needs are accommodated. We welcome and encourage applications from all qualified candidates regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability. Throughout the recruitment and selection process, please advise us if you require any accommodation(s).

The CFPC is dedicated to advocating for improvements in the health care of Indigenous people. You can read our [Indigenous Health Working Group \(IHWG\) action plan](#) and learn more about what we are doing around cultural safety and reconciliation.