



Farm Mutual Re

Collaborate. Empower. Succeed.

Sustainability Controller

Join our Canadian reinsurance company and experience the passion it takes to empower and advance our mutual insurance community!

We have an exciting opportunity to join one of Waterloo Region's top employers as a Sustainability Controller in our Finance and Risk department. With this position, you will have the opportunity to join a culture that takes pride in being honest, delivering on promises and is committed to doing what is right.

The Role:

The Sustainability Controller will play a pivotal role in the creation and development of Farm Mutual Re's overall sustainability strategy. You will be responsible for developing, implementing, and monitoring Farm Mutual Re's sustainability initiatives with a focus on climate disclosure, calculating GHG scope emissions, and operationalizing our climate risk appetite. This role involves collaborating with the leadership team, along with various departments to ensure that our sustainability strategy is being operationalized. This role reports to the Senior Vice President & Chief Financial Officer.

The role is hybrid and may involve some travel to our mutual members and partners.

As the successful candidate, you will:

- Play a pivotal role in the creation and development of Farm Mutual Re's overall sustainability strategy.
- Work with the leadership team to move strategic goals and tactical objectives forward by monitoring trends, identifying changes in the environment, and balancing department requirements.
- Collaborate with all areas of the business to ensure that our operations are environmentally responsible and align with our sustainability goals.
- Develop and propose policies, plans, and programs to facilitate the implementation of a sustainability strategy and framework.
- Develop the framework for analysis of physical and transition risks including financial analysis and modeling.
- Monitor regulatory trends and advise on compliance with climate-related laws and regulations.
- Prepare reporting for the leadership team and the Board of Directors on the progress toward achieving sustainability targets and compliance with guidelines and standards.



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Your Skills and Qualifications:

- You hold a post-secondary education, preferably in Business, Finance, Risk, Environmental Science or a related discipline.
- You have a minimum of 5 to 7 years of professional experience.
- Prior experience in the insurance sector is preferable.
- You have demonstrated experience working with regulatory guidelines, legislation and codes of practice.
- You have solid analytical skills to compile, analyze, and present data and analysis to stakeholders.
- You have outstanding communication and interpersonal skills, along with the ability to develop deep-rooted relationships, influence change and exhibit a collaborative leadership style.

Join Our Team!

Recognized as one of Waterloo Area's Top Employers 2024 as well as one of Canada's Greenest Employers 2024, at Farm Mutual Re we are committed to inclusion for all and cultivating belonging where everyone can be their authentic and best selves.

Operating since 1959, Farm Mutual Re is a general reinsurer, sharing in the property, automobile, liability, and other risks originally accepted by insurance companies operating principally in Canada.

We're passionate about empowering and supporting our employees and business partners. Our relationships are the foundation that helps us advance the mutual insurance community. We take pride in giving back to our community and the environment. We hold ourselves accountable for the promises we make to our members, employees, and valued business partners.

Our office is in Cambridge, Ontario off the 401 in a state-of-the-art, environmentally friendly building. Our employees enjoy perks including complimentary access to an on-site gym, a variety of fitness classes and wellness sessions, as well as the flexibility to work remotely as we embrace the modern hybrid work environment. Our culture is supportive of achieving a balanced and healthy lifestyle. In addition to a great working environment, we invest in our employees' continued professional development and offer a competitive salary, employer-paid benefits, a pension plan and more.

How to Apply:

Don't miss this opportunity to join our team. Visit our website and complete our Employment Application found on our Careers page.

In accordance with our company values, Farm Mutual Re is committed to creating an equitable, diverse, and inclusive work environment for all as well as to providing accommodations and achieving a barrier-free workplace. Should you require an accommodation to participate in our recruitment process, please contact recruitment@farmmutualre.com.