



AGCO

Alcohol and Gaming
Commission of Ontario

About the AGCO

Established in 1998, the Alcohol and Gaming Commission of Ontario (AGCO) is an Ontario provincial regulatory agency reporting to the Ministry of the Attorney General (MAG). The AGCO is responsible for regulating the alcohol, gaming and horse racing sectors and cannabis retail in accordance with the principles of honesty and integrity, and in the public interest. In so doing, the AGCO administers a range of Acts including *Liquor Licence*, *Gaming Control*, *Horse Racing* and *Cannabis Licence*.

The vision of the AGCO is to be a world-class regulator that is innovative, proactive, and socially responsible and regulate in accordance with the principles of honesty and integrity, and in the public interest.

Over the past year, the AGCO under the spotlight of an expanding regulatory role in the igaming sector has reinforced its commitment to ensure a framework of critical regulatory controls and corresponding reports are in place to ensure both public interest and the economic viability of the alcohol, gaming, horse racing, and cannabis industries. The iGaming sector in particular is expected to intensify the need for digital data as a business enabler for the AGCO in it's regulatory capacity.

Define the Future

As a result of this commitment to digital a business environment the AGCO has enhanced the mandate for the Director of Enterprise Data and Analytics. This position will report directly to the CIO, be a key member of the information technology leadership team and will be responsible for building and leading a small and high-performing team responsible for an enterprise-wide program for data governance, data management and data analytics.

In this key role you will not only lead the design and oversee the adoption of the data governance framework but, you will also use your expertise across the data lifecycle to champion the view of data as an asset and a source of insights for critical decisions. You and your team will be responsible for data governance, data operations, data quality through advanced and explorative analytics that will improve trust in our data and increase speed to insight and business decision making.

Key Accountabilities include five key domains as follows:

Data Strategy and Governance

- Develop a strategic vision and roadmap for implementing data and analytics governance standards, data management process and advanced data analytics across the enterprise that encourages innovation and enables business outcomes and opportunities while managing risk.
- Development of policies around security, privacy, life cycle, quality and definitions and models.
- Define an approach for data governance, including KPIs and reporting, to ensure that data used across the enterprise is appropriately managed and supports business outcomes.
- Identify potential areas where existing policies, processes, controls, and tools require change or need to be developed to ensure data objectives are met and to support evolving business needs.

Relationship Management & Business Strategy Infused with Data

- Work with Lines of Business to define what matters to the enterprise and the business outcomes that is important to them.
- Develop and execute a communication plan to build awareness and adoption of the data governance and data management standards across the enterprise.
- Build partnerships across all levels of the organization and affect change through leadership.



- Provide subject matter expertise related to data governance, data management including the creation and management of data pipelines as well as advanced analytics to all business lines across the enterprise.
- Build a team to support the notion of data as a business enabler, while building relationship with business, advocating data and finding a mandate for data.

Data Operations

- Provide subject matter expertise related to data management including the creation and management of data pipelines as well as advanced analytics to all business lines across the enterprise.
- Manage the data operations and data quality functions to ensure data is properly governed with appropriate policies, processes and standards including supporting documentation.
- Identify potential areas where existing policies, processes, controls, and tools require change or need to be developed to ensure data objectives are met and to support evolving business needs.

Analytics and Insights

- Work directly with client stakeholders to translate business problems into high level analytics solution designs using the latest data science techniques.
- Build a team to support the notion of data as a business enable, while building relationship with business, advocating data and finding a mandate for data.
- Lead and participate in discussions with your team to select and apply relevant analytic techniques and create actionable business insights.
- Present analytic solutions to business audiences highlighting robustness of the solution and how it could help generate business value.
- Make presentations to senior management, business teams, and develop plans to help operationalize analytic solutions.

People Leadership

- Manage a small high-performing team of data professionals including establishing performance targets, developing their skills and capabilities to meet the needs of the organization, as well as building on existing recruiting capabilities to address new needs and skills gaps.

Ideal Experience

- **Management Experience:** ten (10) or more years of experience in an information technology leadership capacity, with at least five years in a senior management role with significant experience in data governance, data management and data analytics.
- **Strategic Orientation:** A track record as a strategic and innovative thinker with an ability to translate vision into outcomes while fostering a positive and innovative workplace.
- **Collaboration and Engagement:** Proven track record of building partnerships and influencing a diverse set of stakeholders (including C-level) to drive outcomes.
- **People Leadership:** Experience and ability to provide exceptional leadership to staff and to build enthusiastic, high performing staff teams while focusing on strategic issues.
- **Data Requirements:** Ability to quickly understand the data requirements of disparate business stakeholders across the enterprise with varying levels of technology sophistication.
- **Data Architecture:** Knowledge of data modeling, architecture principles and techniques is an an advantage.
- **Data Governance:** Strong understanding and practical experience with the application of data governance to be a value-add to the business decision making function.



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- **Data Management:** Exceptional critical thinking skills and experience as it relates to data lifecycle management which includes data ingestion, data quality and management.
- **Advanced Data Analytics:** Experience with designing performance management mechanisms through the use of reporting dashboards and advanced analytics that are effective in driving business outcomes and intuitive for the audience.
- **Program Management:** Ability to manage multiple concurrent projects/initiatives, objectives, groups or activities.
- **Communications:** Excellent verbal, written, and presentation skills. Able to engage with stakeholders at all levels across the enterprise with succinctness and clarity of thought.
- **Education and Professional Designations:** A bachelor's degree in Computer Science, Data Science and Analytics, Engineering, Finance. A MBA or masters level education is an asset.

How to Apply

To explore this opportunity please apply via email **by August 9th, 2021 to** careers@waterhousesearch.ca quoting project AGCO-DA. Should you wish to speak to our Executive Recruiter please contact Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.com.