



AGCO

Alcohol and Gaming
Commission of Ontario

Chief Legal Officer

The AGCO is a regulatory Commission with a governing board and operates at arm's length from government. The Commission has a high public profile and is charged with overseeing and regulating the province's complex alcohol, gaming, horse racing, and cannabis industries. These industries have seen consolidation and globalization over the last decade and are very much international in nature. The Ontario alcohol, gaming and horse racing industries are by far the largest in Canada and among the top five in North America and generate tens of billions of dollars to the provincial economy, and through these activities, billions of dollars directly to the province's consolidated revenue fund. The AGCO has dramatically evolved over the last five years, in response to a variety of strategic, political, economic, and operational factors. Chief among these has been the addition of various regulatory responsibilities to the AGCO's portfolio in the last few years, such as:

- Introduction of iGaming and a regulatory framework administered by AGCO.
- Introduction of cGaming and a regulatory framework administered by AGCO.
- Introduction of Recreational Cannabis and a regulatory framework administered by AGCO.
- Modernizing regulations concerning the sale and consumption of beverage alcohol as well as OLG casino, player platform and lottery modernization.

The AGCO is viewed as a global regulatory leader and is now the largest regulatory body in Ontario with one of the most, if not the most diverse areas of responsibility of any regulatory Commission. All these mandate changes have been/will be implemented by integrating the new responsibilities within the AGCO's existing organizational structure that was put in place in 2011 consisting of six divisions each led by a member of the C-Suite.

The addition of new responsibilities impacts each C-Suite member and division as well as various staff from across the organization, with additional responsibilities and the requirement of learning and understanding the complexities, nuances, and economic and political context of new lines of business. Recent changes in AGCO's mandate in gaming have included the regulation of online gaming, an expanded electronic charitable gaming marketplace, single sports betting, and the regulation of fantasy sports (multi-billion-dollar industries).

Horse racing is a relatively new industry for AGCO to regulate and one with many complexities. AGCO regulates the health and welfare of horses, wagering and betting across Ontario and other jurisdictions as well as overseeing the sport of horse racing through an officiating/adjudicating function.

In 2018, the AGCO took on the responsibility to regulate Ontario's cannabis industry ensuring safe, responsible, and lawful sale of cannabis that is consistent with legislation enacted by the provincial government. This included introducing a new framework and administering it throughout the province.

Inspire our Future

The **Chief Legal Officer (CLO)** is responsible and accountable for leading and overseeing the Legal Services Division, comprising of Advisory, Legal and Litigation services to the AGCO through the delivery of high quality, timely and consistent legal services and advice to the CEO and AGCO.

The CLO is responsible for the oversight and direction of providing legal services in the areas of gaming, procurement, Freedom of Information, Protection of Privacy, and Memoranda of Understanding (MOU)s along with providing legal advice and support in matters of AGCO Board Governance and Corporate Compliance

As part of the C-Suite and Executive Team, the CLO is a critical team member and player who provides strategic leadership across the agency to guide and manage the change agenda. The change in the AGCO's approach to regulation, including an outcomes-based, compliance-focused approach is a significant operation and cultural transformation for the AGCO which is not yet fully embedded within the organization. This along with integration of updated/new regulations/legislation and other new regulatory responsibilities requires strong leadership from the AGCO's Executive Team to ensure success. The degree of change is significant and the nature of the issues in each line of business regulated is complex and diverse. The Executive Team together, collectively and through their respective roles, must understand the overall organizational impacts of change, the nature of the issues, and be able to effectively manage the impacts on the organizational culture. This also means that each C-Suite member must be a champion of change in order to lead staff forward.

Ideal Minimum Qualifications

- **Education:** Law degree accompanied by solid experience working at management level in public service; membership in the Law Society of Upper Canada.
- **Leadership:** Proven demonstrated progressive senior leadership/experience preferably in Public Sector, legal services capacity.
- **Strategic and Tactical Orientation:** Ability to clearly communicate vision, strategy and strategic intent, garner support, generate enthusiasm and buy-in, champion change, and model expected behaviours.
- **Regulatory Knowledge:** Excellent knowledge of regulated industries and the legal/regulatory frameworks under which the organization functions; experience and knowledge of how government systems work; able to work effectively within political systems.
- **People Leadership:** Extensive experience in the management of professional staff in a fast paced and changing environment.
- **Stakeholder Relations:** Ability to think and interact effectively, strategically, and tactfully with all levels of staff, to build a co-operative and collaborative working relationship with internal and external stakeholders.
- **Industry Experience:** Overall knowledge of the Gaming, Lotteries, Horse Racing, Liquor, and Cannabis industries is an asset.

How to Apply

To explore this opportunity, please apply via email with a covering letter and resume as soon as possible and no later than **November 24th, 2023** to careers@waterhousesearch.net quoting project **AGCO-CLO**.

Should you wish to speak to our Executive Recruiter or to receive an information package and detailed job description please contact Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.