



LIFESAVING SOCIETY®
SOCIÉTÉ DE SAUVETAGE

The Lifeguarding Experts
Les experts en surveillance aquatique

Chief Transformation Officer (CTO)

Leadership Opportunity

Lifesaving Society Canada (LSC) is seeking a strategic, practical and highly collaborative Chief Transformation Officer (CTO) to lead the next phase of our organizational transformation. Reporting to the CEO, the CTO will provide national leadership for VITA (CRM platform), artificial intelligence, digital resources and training manuals, virtual training, and related modernization initiatives. This is a hands-on leadership role for someone who can move comfortably between strategy, governance and implementation.

Job Type: Permanent Full-Time

Location: Work from home

Reporting to: Chief Executive Officer

Salary & Benefits: \$100,000 plus benefits

To Apply: Send Resume and Cover Letter in confidence to nina@lifesaving.ca

Application Deadline: October 9, 2026

The Opportunity

LSC is moving from a series of individual modernization projects toward a coordinated transformation portfolio. The successful candidate will have the authority and accountability to lead this work, manage related budgets and vendors, and work directly with the CEO, Board of Directors, Management Team, Branches and committees.

What Will You Lead

- VITA (CRM): national implementation, stabilization and ongoing product/platform leadership; vendor management; Branch readiness and support; change control; data governance; permissions; training; releases and post-launch improvement.
- Artificial Intelligence: responsible AI strategy, practical use cases, governance (policy development), risk controls, organizational learning and adoption.
- Digital Landscape: modernization of access to digital resources and training manuals, including permissions, security, fees, version control and distribution.
- Virtual Training: future online courses, registration and fee processes, learner experience and integration with existing program delivery.

- Transformation Portfolio: integrated roadmaps, budgets, business cases, governance, risk management, change leadership, reporting and performance measurement.

Key Responsibilities

- Provide strategic and operational leadership for LSC's transformation agenda and translate priorities into practical, costed implementation plans.
- Act independently within delegated authority and provide clear recommendations to the CEO, Board, Management Team and committees.
- Manage transformation budgets, contracts, vendors, forecasts, risks, milestones and performance measures.
- Lead cross-functional and cross-Branch collaboration while maintaining clear national standards and respecting Branch operational responsibilities.
- Ensure governance, privacy, security, access, data and change-management considerations are built into transformation work from the outset.
- Develop clear policies, procedures, decision logs, risk registers, user guidance, training materials and governance documentation where required.
- Build adoption through communication, training, stakeholder engagement and practical implementation support.
- Assess future resource needs and recommend sustainable operating models for LSC's digital and transformation functions.

What You Bring

- Senior-level experience leading organizational transformation, digital modernization, operations or technology-enabled change.
- Experience with CRM or enterprise platforms, vendor management and complex implementations.
- Demonstrated ability to manage budgets, business cases, contracts and competing priorities.
- Working knowledge of AI and responsible organizational adoption of emerging technologies.
- Experience working effectively with executives, boards, committees and diverse stakeholder groups.
- Excellent judgement, communication, relationship-management and change-leadership skills.
- A relevant post-secondary credential or an equivalent combination of education and senior-level experience.
- Strong knowledge of Lifesaving Society Canada, its programs and its national/Branch delivery model is preferred.
- Knowledge of French, both written and spoken, is an asset.

Why This Role Matters

The CTO will help shape how LSC works, serves Branches and participants, manages information, delivers learning and adopts new technology. The role is designed to ensure that transformation is not treated simply as a collection of technology projects, but as coordinated organizational change with strong governance, clear accountability and practical support for implementation.

Work Environment

Lifesaving Society Canada's Employee Policy Manual provides employees with benefits and professional development opportunities. Our national employees work from home on a four-day work week schedule. The role will work nationally with staff, volunteers, Branches and governance bodies. Some travel, evening and weekend work may be required.

About Lifesaving Society

The [Lifesaving Society Canada](#) is a national not-for-profit organization operating under a federated model, with a national office, 10 provincial/territorial Branches and numerous committees that work together to advance our shared drowning prevention mission.

The Society works to prevent drowning and water-related injury through its training programs, Water Smart® public education, aquatic safety management services, drowning research and lifesaving sport. Annually, over 1,500,000 Canadians participate in our swimming, lifesaving, lifeguard and leadership training programs. As Canada's lifeguarding expert, the Lifesaving Society sets the standard for aquatic safety and certifies Canada's National Lifeguards.