

# Senior Advisor, Investor Research

## Investor Office

### Permanent, Full-Time

**Salary range: \$116,455 - \$145,570 per annum (Plus a competitive total rewards package)**

**File #22-58**

## Who We Are

The **Ontario Securities Commission (OSC)** is the statutory body responsible for regulating Ontario's capital markets in accordance with the mandate established in the provincial Securities Act and the Commodity Futures Act. The mandate of the OSC is to provide protection to investors from unfair, improper, or fraudulent practices, to foster fair, efficient and competitive capital markets and confidence in the capital markets, to foster capital formation, and to contribute to the stability of the financial system and the reduction of systemic risk. This mandate is performed through policy, operational, adjudication and enforcement work. The OSC also contributes to national and global securities regulation development.

## What We Offer

We offer a diverse, fair and flexible hybrid work environment and take pride in our challenging and rewarding work. As we believe in rewarding outstanding performance, we offer a highly attractive, competitive base salary, generous performance pay, a highly sought-after defined benefit pension plan, and a comprehensive range of benefits programs with premiums paid by the OSC.

The OSC is the only securities regulator in Canada to create a dedicated **Investor Office** ([www.InvestorOffice.ca](http://www.InvestorOffice.ca)), with an aim to achieve better investor outcomes. The Investor Office sets the strategic direction and leads the OSC's efforts in investor engagement, education, outreach and research. The Investor Office also brings investor perspectives to the organization and contributes to policy development. To support this work, the Investor Office uses research and behavioural science to test policy proposals and explore how emerging capital market trends are affecting retail investors.

The **Senior Advisor, Investor Research** holds a key role on the Investor Office Research and Behavioural Insights Team (IORBIT). Through this high-impact team, the OSC applies behavioural science and other research methods and techniques to policy and operational activities. IORBIT uses quantitative and qualitative research methods (i.e., experimentation, testing, surveys, and more) to support evidence-based decision-making throughout the OSC. Your work with IORBIT will be highly valued within and outside the organization. Furthermore, as the only securities regulator in Canada in this space, we are at the cutting edge of capital markets and regulation.

## Summary

Reporting to the Program Head, Investor Research and Behavioural Insights, the Senior Advisor, Investor Research, will contribute to investor research and thought leadership at the OSC. The Senior Advisor will play a key role in designing and executing research and analyses. The Senior Advisor, Investor Research, will help advance the OSC's efforts to better understand retail investor attitudes, behaviours, issues, and trends through quantitative and qualitative research methodologies, such as surveys, focus groups, in-depth interviews, and more.

## Key Duties and Responsibilities

### *Retail Investor Research*

- Review potential implications of disruptive technologies and other innovations for investors, the financial industry and securities regulators, and provide intelligence on how comparable regulators are responding to similar developments.

- Conduct thorough research and analysis related to regulatory and industry innovation, and investor trends (samples of our recently published research studies can be found [here](https://www.osc.gov.on.ca/en/Investors_research_index.htm#xd_co_f=OWVjZGFmZTQtMzE5Yy00MWY0LWI4OTctMTg2YzJkZmJkM2Vm~) < [https://www.osc.gov.on.ca/en/Investors\\_research\\_index.htm#xd\\_co\\_f=OWVjZGFmZTQtMzE5Yy00MWY0LWI4OTctMTg2YzJkZmJkM2Vm~](https://www.osc.gov.on.ca/en/Investors_research_index.htm#xd_co_f=OWVjZGFmZTQtMzE5Yy00MWY0LWI4OTctMTg2YzJkZmJkM2Vm~) > .
- Generate research ideas and ensure the research portfolio aligns with Investor Office and broader OSC priorities.
- Manage research projects, including procurement, vendor relations, and dissemination of results to ensure maximum impact and reach.
- Ensure the Program Head is updated regarding the progress of research projects.

#### *Capacity and Capability Building within the OSC.*

- Provide strategic advice to the Program Head, and identify issues to enable sound strategic decisions on a wide range of regulatory issues.
- Provide support and advice on policy, operation, education, and outreach initiatives to other members of the Investor Office team.

#### *Liaison and Thought Leadership*

- Keep updated with trends within the financial industry that influence the investor experience.
- Develop position and research papers for public and internal audiences.
- Present research and investor experience topics internally to the Commission, Executive Director, and other stakeholders, as well as at conferences and external events.

#### *Behavioural Insights Leadership*

- Collaborate with the Senior Advisors, Behavioural Insights to develop an understanding of investor behaviours and attitudes.
- Enhance capacity and understanding of the benefits of the application of behavioural insights at the OSC and beyond.

#### **Qualifications**

- Experience in, and a practical understanding of, capital markets / securities / financial services.
- At least 5 years of experience in policy development and research.
- Proficiency with quantitative and qualitative research methods and know when to employ which type of research methodology.
- Proficiency and experience with survey design.
- Excellent writing skills and the ability to deliver effective presentations to audiences.
- Thrive in a dynamic environment of competing priorities with multiple deadlines.
- Survey construction, analysis, and data management skills (e.g., Qualtrics, Prolific Academic, R, Stata, SPSS) are an asset.
- Familiarity with behavioural insights, especially within financial decision-making, is an asset.
- Successful completion of the Canadian Securities Course is an asset.
- Knowledge of securities law and regulation is an asset.

#### **Who you are:**

- Someone who has a high level of business acumen, decision-making and problem-solving ability.
- Someone who wants to draw on your variety of diverse interests and skill sets in your work.
- Someone who is passionate about driving innovation and new ways of thinking, and is persuasive.

- Someone who is naturally curious.
- Someone who is a team player and likes being part of a dynamic and creative team.
- Someone who is forward thinking.

### **Grow your career and make a difference working at the OSC!**

Apply online at <https://www.osc.ca/en/about-us/careers-osc> by **Monday, September 19, 2022.**

**We thank all applicants for their interest in the Ontario Securities Commission. We will contact those selected for an interview.**

#### ***Inclusion and Diversity at the OSC***

*The OSC is committed to diversity and providing an inclusive workplace. It is our priority to ensure employment opportunities are visible and barrier-free to all under-represented groups, including, but not limited to, Indigenous, Black and racialized groups, people with disabilities, women and people from the LGBTQ2S community, to achieve an employee demographic profile reflective of the demographic profile of Ontarians.*

*The OSC is a proud partner with the following organizations: [BlackNorth Initiative < https://blacknorth.ca/ >](https://blacknorth.ca/), [Canadian Centre for Diversity and Inclusion < https://ccdi.ca/ >](https://ccdi.ca/), and [Pride at Work Canada < https://prideatwork.ca/ >](https://prideatwork.ca/).*

#### ***Accommodation***

*If you require an accommodation during the recruitment process, please let us know by contacting our confidential inbox [HRRecruitment@osc.gov.on.ca](mailto:HRRecruitment@osc.gov.on.ca).*

*Visit [Accessibility at the OSC < https://www.osc.ca/en/accessibility-osc >](https://www.osc.ca/en/accessibility-osc) to review the OSC's policies on accessibility and accommodation in the workplace.*