

The Home Construction Regulatory Authority (HCRA) is a private not-for-profit corporation that will be the regulatory authority responsible for licensing of Ontario's new home builders and vendors. HCRA intends to foster improved home quality and homebuyer confidence in the home building industry through modernized licensing standards, education and compliance, providing increased consumer protection through enhanced regulatory measures. To learn more about HCRA please visit www.hcraontario.ca.

Senior Data Analyst (Regulatory/Compliance)

HCRA is seeking a data scientist who thrives in a fast-paced, high-profile environment to fill the role of **Senior Compliance Analyst**. Reporting to the Manager, Compliance and Complaints, you will:

- provide business intelligence, analysis and data related compliance information in support of the development and implementation of regulatory and compliance policies, programs, processes and tools;
- apply analytical methodologies to Interpret and analyze data, reports and information in order to identify trends and patterns in non-compliance/illegal building activities in support of the development of risk management approaches;
- develop and manage data analysis tools and databases to track and monitor relevant compliance related information and data;
- establish relationships with external partners (e.g. municipal governments, community groups, intelligence community) to collect, manage, exchange and disseminate relevant information and data and information to coordinate activities and understand current trends, priorities and initiatives;
- support the development and evaluation of performance measures, including key performance indicators (KPIs), to monitor effectiveness of compliance programs and initiatives and improve internal operational processes and approaches; and
- provide advice to senior management supported by reports, briefs and correspondence identifying compliance trends, issues and assessment.

Successful candidates will demonstrate the following:

- ✓ A minimum of four years of progressively responsible data analysis experience and performing similar analyst duties in a regulatory and compliance environment
- ✓ Completion of a postsecondary degree or diploma in the areas of business administration, economics or statistics, data and information management (or a related field or combination of equivalent education, training and experience)
- ✓ Proficiency with dataset analytics and the ability to analyse, model and interpret data
- ✓ Strong analytical skills, combined with knowledge of performance indicators/measurement to support the development and evaluation of KPIs and relevant measures to monitor compliance programs and improve internal operational processes
- ✓ Knowledge of the *New Home Construction Licensing Act, 2017* and related regulations such as Ontario Building Code Regulation is an asset
- ✓ Ability to work under pressure and to strict deadlines, and comfortable working in a quick turnaround environment, while maintaining accuracy
- ✓ Excellent verbal and written communication skills with the ability to clearly and concisely communicate information

- ✓ Political acuity to recognize and respond in a timely manner to non-compliance issues which may have an impact for the organization
- ✓ Proficiency in developing professional relationships with internal and external stakeholders where formal authority may not exist.

How to Apply

To apply, please forward your resume and cover letter to HR Associates (our recruitment partner) at sca@hrassociates.ca by December 4, 2020. If you have questions, please contact Diana Pisignani at 416-237-1500 x238. For more information about HCRA or to view other career opportunities, please visit www.hcraontario.ca.

HCRA will offer a competitive compensation package including benefits and a defined contribution pension plan.

We thank all external applicants for their interest, however, only those selected for further consideration will be contacted. Accommodation, if required, will be provided throughout the hiring process in accordance with the Human Rights Code.

HCRA IS AN INCLUSIVE EMPLOYER.

