

## **SCOTIA INVESTMENTS LIMITED**

Founded in the early 20<sup>th</sup> century by R. A. Jodrey, Scotia Investments Limited (SIL) is a Nova Scotia-based, family-owned, private holding company diversely invested in the manufacturing, environmental and innovative health sectors. The company currently employs approximately 1200 employees across six provinces within Canada. Its holdings include five operating companies, the largest of which is CKF Incl., Canada's largest manufacturer of single use plates under the Royal Chinet brand name, an investment portfolio, and timberland holdings.

Governed by a 9-member board that's comprised of five independent directors and four family directors, SIL is profitable and well positioned for the future, with operating companies that are led by independent non-family management, Sustainability, environmental stewardship and support for the communities in which it operates are seen as important values by SIL's shareholders. The current CEO has been with the organization for approximately 30 years served as its CEO since 2010, and will be retiring in 2019.

### **CHIEF EXECUTIVE OFFICER**

SIL is seeking a highly collaborative and compelling CEO who is willing to commit to a longer-term role in leading the company as it increases in size and complexity. Experienced with, and possessing an understanding of, governance within a family-owned business and a strong understanding of wealth preservation for future generations, the CEO will maintain a close working relationship with the Board Chair and communicate and consult with other members of senior management, operating company Presidents, the Family Council Chair and shareholders on an ongoing basis.

The CEO oversees the central services provided by SIL to the operating companies, including the provision of financing and banking, acquisition due diligence, administering bonus plans, and managing the pension plan. In consultation with the Board, the CEO will develop an overall strategic plan for SIL and work closely with the various Presidents to develop strategic plans and succession plans for each operating company that will lead to long-term growth and profitability in accordance with SIL's strategic direction and the shareholders' vision and investment guidelines.

Providing oversight and guidance to the operating companies and a significant marketable securities portfolio, the CEO will promote a performance-based, people-focused culture throughout all operating companies that drives triple bottom line results, and ensures that all performance metrics are being achieved.

Possessing experience or a demonstrated capacity to manage a group of companies and the related tax and accounting issues in the context of a CEO role, ideal candidates will hold a university degree, preferably an MBA or other relevant designation. They will possess very strong business and financial acumen, understand complex organizational structures and tax plans, and be capable of developing solutions to multi-faceted business problems. A long-term strategic thinker with a track record of delivering consistently strong commercial results, the successful candidate will be a strong leader with experience in industrial manufacturing and sales, preferably in packaging and/or manufacturing a high volume/low margin product, a proven track record of introducing innovation, and a strong interest in sustainability and environmental stewardship. There is a strong preference for the CEO to be based in the Halifax area, but other alternatives will be considered for the right candidate.

To apply for this role or for further information, please email your resume and a cover letter to [search@watsoninc.ca](mailto:search@watsoninc.ca).