

Director Disability Management Services

Full-time permanent

Location: Regina, Saskatchewan

Posting: #2026-01

Posting Date: Friday, January 23, 2026

Closing Date: Wednesday, February 25, 2026 at 5:00 PM

The Saskatchewan Government and General Employees' Union (SGEU) has a rich 100-year history as a made-in-Saskatchewan labour partner. We are a membership driven union that advocates for healthy productive work environments and inclusive representation.

OUR WORKPLACE

SGEU fosters a collaborative work environment rooted in excellence, providing a range of labour relations services to over 20,000 members across Saskatchewan. Guided by a culture of teamwork, professionalism, and accountability, we operate on the traditional territories of Treaty 4 (Regina) and Treaty 6 (Saskatoon and Prince Albert) and the homeland of the Métis nation. We are grateful for the opportunity to live and work on these lands and remain committed to advancing truth and reconciliation.

WHAT YOU'LL BRING

- Bachelor's Degree in Business Administration or a related discipline, or equivalent senior-level experience in disability management services, insurance plan design, governance, and risk management.
- Minimum ten (10) years' experience in a senior leadership role with progressive accountability managing complex and long-standing teams within insurance operations.
- Strong governance acumen, including experience balancing fiduciary responsibility, operational risk, and people leadership.
- Excellent written and oral communication skills, demonstrated through clear, direct messaging, formal documentation, and senior-level presentations.
- Extensive knowledge of disability management services, income protection insurance models, industry principles and best practices.
- Demonstrated success leading teams through significant change, including aligning expectations and driving accountability in values driven organizations.
- Considerable experience interpreting and applying collective agreements, plan texts, and legislation related to income protection insurance, trusts, duty to accommodate, adjudication processes, and employment matters.
- Proven ability to manage performance, navigate difficult conversations, and take decisive action in unionized or highly regulated environments.
- Established record of building functional, professional relationships with internal and external parties, including union, service providers, adjudicators, and senior leadership.

WHAT YOU'LL DO

- Directs, assigns, and oversees the work of the Long Term Disability (LTD) team, ensuring alignment with plan objectives through disciplined resource management, performance oversight, and execution of departmental strategy.
- Serves as the senior subject-matter authority for the member-owned SGEU Long Term Disability Plan, Health and Welfare Trust, and related insurance plans on behalf of participating bargaining units.

- Advises and works closely with elected officials, members of the LTD Supervisory Committee, and staff, developing and implementing strategies related to disability management, early intervention, and rehabilitation.
- In consultation with the governing body, assesses plan needs, prepares, and exercises full accountability for a significant operating budget, ensuring financial integrity and sustainability.
- In collaboration with the SGEU LTD Supervisory Committee Table Officers and staff, establishes, enforces, and maintains quality assurance frameworks to ensure program compliance and service standards are consistently met.
- Oversees review processes, including contested claims, ensuring decisions are accurate, defensible, timely, and aligned with plan provisions and fiduciary obligations.
- Maintains accountability for the security, confidentiality, and integrity of financial, program, and member information, ensuring compliance with privacy and HIPAA legislation.
- Leads and represents the SGEU LTD Plan in contract negotiations and renewals with Administrative Services Organizations (ASO), actuarial service providers, and insurance carriers.
- Creates and maintains professional, effective, strong working relationships with a diverse range of stakeholders throughout the organization;
- Direct liaison with third party organizations as well as negotiating fee for service;
- Represents SGEU Disability Management Services at negotiations for third party adjudicators, selection of health and welfare benefits for participating bargaining units and negotiates third party rehab services;

OUR BENEFITS

- Competitive salaries
- Scheduled days off
- Dental, vision and extended health care benefits
- Health Spending Account
- Pension plan (10% employer funded, 8% employee funded)
- Long-Term Disability coverage
- Continued education and professional development

HOURS OF WORK

Headquartered in Regina, this full-time permanent Director position will be expected to travel overnight semi-regularly to SGEU's other office locations in Saskatoon and Prince Albert. Other ad hoc travel may also be required.

OUR COMMITMENT TO DIVERSITY

SGEU is committed to the full participation of diversity groups. These groups include all equity groups recognized by the Saskatchewan Human Rights Commission: Indigenous Peoples, Members of Visible Minority Groups, Racialized Groups, Persons with Disabilities and Women in Under-Represented Roles, as well as LGBTQ2s+ persons and Newcomers to Saskatchewan.

HOW TO APPLY

If this role and SGEU sound like an exciting fit for you, we invite you to apply! Candidates must be eligible to work in Canada. Required work permits or other authorizations which may be required are the sole responsibility of the candidates applying. Candidates are asked to provide a cover letter and résumé to recruitment@sgeu.org