

Chief Strategy Officer

Alcohol and Gaming Commission of Ontario | Ontario

Job ID
38945

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LOCATION	DATE POSTED	EXPIRY DATE	
90 Sheppard Ave E, Suite 200-300, Toronto, Ontario, ON Ontario	26-01-2026	25-07-2026	
TYPE OF JOB	SALARY	MIN. EXPERIENCE	MIN. EDUCATION
Full Time	CAD \$182,500 - \$246,400	5 year or more	Bachelor's degree

Job Details

The Role

Reporting to the CEO and Registrar, the Chief Strategy Officer leads a broad and influential portfolio that includes:

- Strategic Policy and Market Insight
- Corporate Strategy, Planning and Performance
- Corporate Affairs and Agency Oversight
- Enterprise Project Management
- Government Relations and Accountability
- Freedom of Information

As a trusted advisor to the CEO and Registrar and Board, the CSO helps define AGCO’s strategic direction, ensures alignment across the organization, and enables informed decision-making in a fast-moving government and regulatory environment.

Key Responsibilities

Strategic Leadership and Enterprise Impact

- Shape and advance AGCO’s corporate strategy, performance measurement, policy, regulatory agenda, and long-term priorities.
- Champion large-scale transformation, modernization, and change across a complex, multi-division organization.
- Ensure enterprise alignment as new mandates, markets, and regulatory frameworks are integrated.
- Lead outcomes-based planning, performance measurement, and corporate reporting.

Policy, Insight and Regulatory Strategy

- Drive the development of integrated, evidence-based regulatory policies across all lines of business in coordination with other AGCO departments.
- Monitor and analyze market trends, emerging risks, and international regulatory developments.
- Balance public-interest objectives with economic, political, and operational realities.
- Lead enterprise benchmarking and performance scorecard initiatives.

Government and Stakeholder Engagement

- Serve as AGCO's primary senior liaison with the Ministry of the Attorney General and other key ministries.
- Provide trusted, timely advice to senior government officials and political leadership.
- Navigate sensitive, high-profile issues involving ministers, MPPs, media, and international stakeholders.
- Lead strategic responses to agency accountability requirements, FOI requests, and government reporting.

Leadership and Culture

- Build, lead, and inspire a high-performing, multidisciplinary team.
- Foster a culture of collaboration, accountability, innovation, and smart risk-taking.
- Champion diversity, inclusion, accessibility, and inclusive leadership across the organization.

The Ideal Candidate

You are a seasoned executive leader with:

- A proven ability to lead enterprise strategy, transformation, and cross-organizational change.
- Significant senior-level experience in government, regulation, public policy, or complex public-sector organizations with knowledge of and access to key political stakeholders.
- Exceptional political acuity, judgment, and stakeholder credibility.
- Deep understanding of regulatory frameworks, governance, and public-interest mandates.
- Outstanding communication, advisory, and relationship management skills.
- Experience managing teams and working on cross-divisional projects.
- Comfort managing issues and relationships in a high profile, fast paced and frequently changing public sector environment.
- A leadership style that is inclusive, collaborative, decisive, and values driven.

A university degree in Public Policy, Political Science, Law, Economics, or Business Administration is strongly preferred. Overall knowledge of the alcohol, gaming (land-based, igaming, cgaming, charitable, and lottery), retail cannabis, and horse racing industries is an asset.

Why This Role

- Influence public policy and regulatory outcomes at the highest levels.
- Lead strategy in one of Ontario's most impactful agencies.
- Operate at the intersection of government, industry, and public interest.
- Shape the future of regulation in rapidly evolving, global markets.

This job posting is for an existing position with the AGCO. We do not use artificial intelligence (AI) tools to screen, assess, or select applicants at any stage of the hiring process. All applications will be reviewed and evaluated by the AGCO's Human Resources team and hiring managers.

How to Apply

To express interest in this opportunity, please submit your resume and cover letter in confidence to:

Patrick Rowan, Partner

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