



CAREER OPPORTUNITY: Director, Investigations & Resolutions

About Us

The College of Veterinarians of Ontario regulates the delivery of veterinary medicine in Ontario. All veterinarians who practice in Ontario must be licensed by the College. In serving the public interest, the College seeks to understand the risks involved in the practice of veterinary medicine and collaborates with partners to develop solutions which reduce the potential for harm to animals and people.

The College:

- Issues licenses to qualified individuals.
- Sets standards to improve the quality and safety of veterinary care.
- Inspects and accredits veterinary facilities to assure a safe, professional environment.
- Investigates and resolves concerns about a veterinarian and their practice.
- Administers quality practice programs to promote ongoing improvement and growth.

The College licenses more than 5,000 veterinarians and accredits over 2,300 veterinary facilities in Ontario. The role and authority of the College is set out in the *Veterinarians Act* and regulations made under this legislation.

Working at CVO

This is a full-time, permanent position that offers a comprehensive total rewards package, and a collaborative, hybrid working environment. Our office is located in Guelph, Ontario and is accessible by public transit.

If you are a collaborative individual looking to build a meaningful career within a non-profit, regulatory organization, we want to meet you!

About the Role

- We are seeking an experienced leader to join our Investigations and Resolutions program. As Director, Investigations & Resolutions (I&R), you will act as the primary lead to the College's I&R team, I&R operations, and relevant projects that support the College's strategic priorities. The Director, I&R is responsible for building relationships with key stakeholders and providing oversight of the regulatory effectiveness of the I&R program. As Director, I&R, your other duties will include:
 - Providing strategic leadership to the program, ensuring regulatory effectiveness.
 - Supporting the Director, Regulatory Programs Performance in outcomes-focused regulation.

- Collaborating with the Associate Registrar, Regulatory Programs to manage and coordinate strategic projects related to the strategic plan.
- Acting as an active member of, and contributor to the Senior Leadership Team.
- Providing oversight and support to the Principal, Investigations and Resolutions to plan program development, work and projects.
- Ensuring that I&R program risks are adequately identified, and that effective risk mitigation is taking place in the program.
- Overseeing effective operations of the I&R program, including the database, security and confidentiality of information.
- Establishing annual program goals relative to Council and Committee priorities and the strategic plan.
- Working in collaboration with the Communications team to ensure clear and accurate internal and external messaging related to the I&R program.
- Representing the College to relevant external organizations.

What you Bring to the Role

- Post secondary degree in Law, Public Policy, or Business
- Minimum five years of experience in a leadership role
- Experience working in a regulatory or legal environment
- Experience developing and monitoring program or departmental budgets
- Additional education or experience in risk management and program evaluation is an asset
- Additional training in trauma-informed practices, and/or risk management is considered an asset

Salary Range

\$98,000 - \$134,000 annually

To Apply

Please apply by email with your cover letter and resume by March 19th, 2026, to careers@cvo.org.

We thank all applicants for their interest in working at CVO. However, we will only contact those meeting the qualifications for an interview.

CVO appreciates the value that diversity brings to how we serve our mandate. We are committed to ensuring an inclusive work environment, including a hiring process that supports equity and accessibility for people from all backgrounds and abilities. For assistance or accommodations at any stage of the recruitment process, you are encouraged to contact lrankin@cvo.org

AI Disclosure

Artificial intelligence (AI) technology may be used in the initial review of applications for this position. Human review will follow before any selection interview or decisions are finalized.