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Not-For-Profit Corporate Board of Directors



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The Organization

On January 1, 2024, the Public Employees Benefits Agency (PEBA) became the Public Pensions and Benefits Administration Corporation, operating as Plannera Pensions & Benefits (Plannera), a not-for-profit corporation (NPC) operating at arms' length from the provincial government.

PEBA (now Plannera) began operating in 1983 in Regina as an agency of the Government of Saskatchewan within the department now called the Ministry of Finance. PEBA originally managed four pensions and three benefit plans. In 2025, Plannera manages 11 pension plans, and 16 benefits plans for more than 900 employers and 100,000 members. The Public Employees Pension Plan (PEPP) and the Municipal Employees' Pension Plan (MEPP) are the two largest pension plans that Plannera administers, accounting for more than 80 per cent of PEBA's budget and resources.

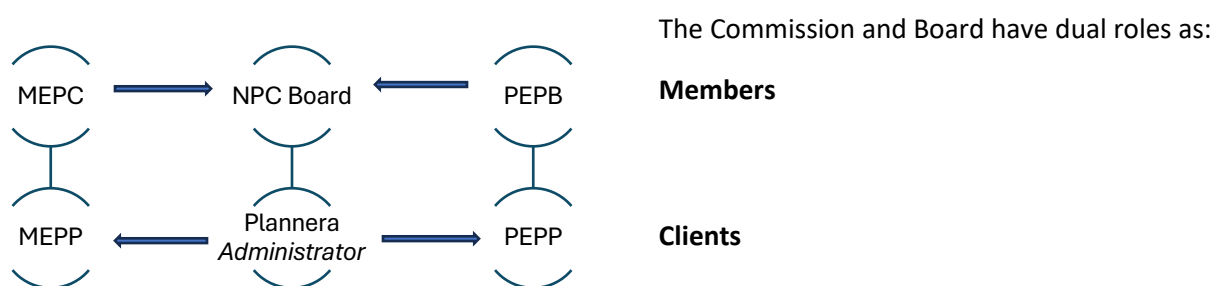
The Public Employees' Pension Board (the Board) and the Municipal Employees' Pension Commission (the Commission) serve two separate and distinct roles in the corporation: they are Plannera's founding Members and are also the corporation's largest clients. As clients, the Board and the Commission retain Plannera to provide executive management and administrative services to their respective pension plans.

To align the governance structure of Plannera as an NPC, a corporate board was established in 2023; the two Members jointly appoint directors to the board and perform other required functions in a role similar to shareholders of the corporation. The focus of the corporate board is to oversee the corporation and the services it provides to client plans.

Read more about [Plannera's history here!](#)

Governance Chart

Plannera Governance:



The Opportunity

Position Dimension

The Plannera Board is seeking a professional individual with Pension and Benefits program administration, IT/Cyber security or Investment experience to be part of an 11-member corporate board of directors. While appropriate technical skills and experience are essential, equally important are the personal attributes and competencies a prospective director will bring to the board table.

This opportunity will resonate with individuals seeking a gratifying opportunity to contribute to the oversight and continued development of pension and benefit plans that have a reputation as industry leaders for service excellence and best-in class governance practices.

Corporate Board of Directors

The corporate board provides end-to-end oversight, including strategy, operations, staffing, risk and reporting. To deliver on this, diverse skill sets are required of Directors in the following areas:

Accounting/Finance

Legal

Risk Management

Corporate Business

Human Resources/ Diversity, Equity, and Inclusion

Board Experience

Marketing and Communications

Technology/Cybersecurity

Governance/Leadership

Pensions/Benefits (asset)

For the corporate board to fulfil its responsibility to the corporation, it must:

- Ensure management is fulfilling its responsibilities as an administrator.
- Act with care, skill and diligence.
- Prevent personal interests from conflicting with duties.
- Ensure Plannera's management continues to provide industry service standards to its pension and benefits plans.
- Enforce strong governance practices and develop a sound working relationship with management.

The Person

The position requires a person who can employ alternative ways of looking at issues or problems and is able to process complex information to formulate solutions. Directors are responsible for analyzing, planning and integrating concepts into a structured and rational process; to build consensus on complex situations and create a positive and inclusive environment where members of the Plannera Board function as a team, feeling free to participate and express dissenting views.

Qualifications, Knowledge and Abilities

- Postgraduate/undergraduate degree in business or financial or equivalent experience.
- Institute of Corporate Directors (ICD.D) designation, or equivalent, is an asset but not required.
- Effective time management skills.
- Board governance experience and demonstrated ability to facilitate effective meetings.
- Forward thinker, creative with growth mindset, consensus builder, visionary, ability to make things happen, inspire others, with a mindset and ability to execute.
- Ability to work effectively at all levels – board, staff, external stakeholders.
- Advanced communication skills create an environment of inspiration and motivation.
- Ability to create and maintain relationships across the industry in an honest and transparent manner.
- Agile enough to adjust direction when flexibility and realism are keys to success.

Core Competencies

At a minimum, Directors must be able to demonstrate the following attributes:

Influential: ability to encourage and persuade others.

Leadership: ability to hold positions of power and guide others toward accomplishing goals.

Highly self-controlled: ability to control one's emotions and expression of opinions in difficult situations.

Excellent listener: ability to hear and understand others, both implied and intended.

Dedicated/committed: ability to be devoted and loyal to a task or purpose.

Credible/well-respected: ability to be believed; held in high esteem by others.

Remuneration

What is the annual remuneration for this position? An assessment of director's remuneration within this sector is currently being conducted. Remuneration will be commensurate with market-based rates.

What items are eligible for reimbursement for this position? Expenses for meals are reimbursed as incurred. Travel and registration expenses incurred to attend meetings or for educational purposes are also reimbursed.

Contact

For more information, please contact:

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To submit your confidential resume, please email: nominatingcommittee@plannera.ca