

## SEARCH PROFILE VICE PRESIDENT, INVESTMENT

### THE COMPANY

AVAC Ltd. is truly a “made in Alberta” innovation. AVAC is a unique, private, not-for-profit organization that invests strategically in early-stage commercial businesses that expand Alberta’s value-added industry.

Over the past decade AVAC has expanded its mandate to provide early-stage investment in the agri-business (agrivalue™) industry to also include ICT (Information Communications Technology), life sciences and other industrial technology sectors. AVAC’s focus today is on investing in promising value-added companies at the pre-seed, seed, and pre-commercial stages; stages that traditional investors often avoid. AVAC also participates in commercially-relevant agricultural research and is a strategic fund-of-fund investor in early stage venture capital.

As a diligent and engaged early-stage capital investor, AVAC provides the support, guidance and expertise young Alberta companies need to move toward commercial success. AVAC’s reputation as a knowledgeable investor leverages additional resources including financial capital, managerial talent, and intellectual property for the value-added sector.

AVAC has invested in over 100 early-stage companies, 47 agriculture research programs and projects and 3 venture capital funds to date. By providing early-stage Alberta businesses with the investment they need to transform ideas into tangible products. AVAC is working to support the growth and development of Alberta’s value-added economy by providing early-stage venture capital to young Alberta companies.

Headquartered in Calgary, Alberta, AVAC was initially created to grow agrivalue™ in Alberta with financial support from both the provincial and federal governments. Since 1997, over \$120 million has been invested in AVAC and its programs. Most recently, the new IVAC initiative was created with \$30 million provided from the Alberta Government to assist Alberta businesses in the ICT, life sciences and other industrial technology sectors.

For more information on AVAC Ltd., visit the organization’s website at: [www.avacltd.com](http://www.avacltd.com)

### THE POSITION

The Vice President, Investment, will report directly to the President & Chief Executive Officer of AVAC Ltd. The incumbent will lead and mentor the team of Alberta based Investment Managers in the implementation and achievement of AVAC’s business plans, assist in the development of corporate strategy and coordinate efforts towards the overall success of AVAC.

The Vice President will work as a strategic partner with the President & CEO and other members of the team to ensure continued growth within this rapidly expanding organization.

**Key accountabilities include:**

- Lead the investment team to help ensure the overall success of the organization by achieving objectives and key performance targets as laid out in the corporate strategic plans;
- Ensure that investment opportunities are recognized, pursued and delivered in accordance with AVAC's business plan;
- Ensure there is an effective investment team in place and adopt an active plan for development and succession of the team;
- Lead and mentor members of the investment team with encouragement and support of key corporate initiatives to maintain and/or improve client service and satisfaction;
- Assist the President & CEO in setting corporate direction and strategy;
- Personally lead by example, support and encourage the investment team to achieve measurable improvements by further developing the interdependent and multi-disciplined team approach;
- Foster a corporate culture that promotes ethical practices, encourages individual integrity, and fulfills social responsibility;
- Through the management of a small portfolio of client files, understand, relate to, and work with entrepreneurs and inventors with the goal of working with them through their life product cycle from conception to reality; and
- Act as a representative of AVAC to clients, industry, and related associations in promoting the public image of the organization with the intent of expanding relationships with key stakeholders.

**THE INDIVIDUAL**

Given the leading role this individual will be expected to play in achieving the strategic objectives of AVAC Ltd., it is essential that the successful candidate possess the following core competencies, experience and attributes:

- Masters level education at minimum or equivalent (eg. MSc, MBA, CA, PhD)
- Formal business and/or science education;
- 10 years experience working in a finance arena as required by start ups and/or new ventures in an entrepreneurial environment;
- Experience in investment and corporate analysis gained from a banking, investment or venture capital background, or a similar related field;
- Strong analytical and organizational skills with hands on knowledge of deal preparation, presentation and portfolio management;
- Experience with research in life sciences and/or ICT would be a valuable asset;

- Known as being an effective member of a team who fosters a culture of “leading by example”, and who has proven senior level skills in leadership and mentoring;
- Preference will be given to candidates with experience functioning as a member of a multi-disciplinary team;
- A demonstrated record of effective relationship and partnership building with peers in government, institutions and industry finance providers;
- Possess strong leadership abilities with a broad perspective on the emerging investment possibilities at AVAC;
- Excellent interpersonal, presentation, oral and written communication skills are required;
- Known as having integrity, credibility, self confidence and a sense of humor, as well as demonstrated moral and ethical behavior;
- A creative and dynamic leader who has the ability to adapt to changing priorities; and
- Possess a motivated entrepreneurial spirit and keen interest in building the long term success of AVAC.

### **THE COMPENSATION**

An excellent compensation package awaits the successful candidate.

### **LOCATION**

Calgary, Alberta

**FOR MORE INFORMATION, PLEASE CONTACT  
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**For additional opportunities, please visit our Website at [www.conroyross.com](http://www.conroyross.com)**