

Helping Albertans achieve their dreams by turning the complex world of banking into brilliantly simple solutions. That's ATB. Is that you?

Coach of the Year. Magnificent Mentor. Visionary. Motivator. Team Player. Whether at work or out in your community, you are the person that knows how to bring it all together. You're a natural leader and your passion and excitement comes from knowing that your efforts make a significant difference in the lives of your team members, customers and the community around you.

## **Advisor Development Coach – Advisor Development Team**

Mastery Development is founded on the principles of observation, feedback, coaching and practice. As a member of the Mastery Team, the Advisor Development Coach is accountable to build the competencies of Advisors using our development process, innovative tools, resources and expert support. Specifically coaching to behaviors that will create a great experience where our advisors truly understand our clients goals, do a great job in helping clients become better investors and provide the expert guidance along the way.

You will find success based on your ability to:

- Engage advisors in a coaching relationship to further their growth and development (based on identified best practices from program development)
- Observe advisors during 'moments of performance' and provide meaningful, purposeful feedback
- Provide feedback and coaching in line with client's goals
- Innovatively capture, share and replicate moments of mastery throughout the advisory team
- Create a forum to share best practices
- Create reference guides and scorecards for observable behaviours to guide coaching and development
- Develop workshops/resources to develop skills and behaviours required for best practices
- Create and contribute to an environment where mentorship can exist and flourish by facilitating connections between advisors, coaches and other resources
- Develop and foster an environment of purposeful practice
- Share relevant findings through various communications – blog, articles, video, etc
- Research excellence inside and outside of our organization and within various fields
- Understand and implement current research pertaining to psychology and finance (behavioural finance, psychology of money, etc)
- Create methods to enhance the client experience using new findings in these research areas
- Stay abreast of best in class development techniques
- Broaden coaching skills to a world class level

- Develop strategies that establishes a new bar for excellence within the investment industry for client experience and behavioral finance
- Co-ordinate video observations – gather, analyze, edit, share, and manage a video library of advisors in action as well as other observation projects and initiatives.
- Support alignment with ATBIS corporate direction, investment philosophy, and dream statement through translation, coaching and demonstrated behaviors
- Contribute to formal evaluations providing valuable insights on the established key drivers of performance and how they produce results
- Analyze data and understand gaps both individually and for the entire advisor team to develop strategies to close those gaps
- Continuously invest in self learning and development following the same methodology to become a world class certified coach
- Collaborate with other internal partners to develop and implement strategies as required.
- Establish and maintain strong relationships with internal partners
- Support the recruitment process and hire Financial Advisors who have ATBIS attributes and believe in our value proposition/investment philosophy

As the ideal candidate you possess:

- Strong coaching skills (formal training an asset)
- Keen eye for desired behaviors and skills
- Demonstrated ability to coach to and nurture desired behaviors
- A keen interest in investigating and applying psychological concepts to finance
- Takes pride in the achievements of others
- Superb communications skills and an ability to work with anyone
- Ability to forge new relationships and partnerships (networking, collaboration)
- Strong collaboration and innovation process skills
- Ability to work in a team and independently
- Passion for development of self and others (continuous learning and development)
- Passionate about continuous improvement and developing unique and creative solutions
- Demonstrated presence and experience with social media and collaboration sites
- Demonstrated ability to leverage technology with experience in analyzing and editing video
- Strong understanding and belief in mutual accountability to results
- Natural, informal leader; demonstrated ability to provide leadership and coaching without the need for the title
- Excellent interpersonal and communication skills with the ability to express ideas and information clearly and logically using stories, metaphors and analogies
- Ability to balance analysis with creative solutions
- Minimum 10 years experience in a senior leadership role with a primary focus on coaching and associate development
- Minimum 5 years in a dedicated coaching role

- Accredited with ICF (International Coach Federation) or equivalent
- Graduate degree in Psychology or Behavioral Finance would be an asset

So what can ATB Financial offer you? Imagine paying less for your everyday banking, mortgages, loans and investments. Throw in an excellent benefits and pension package, opportunities for career advancement, and a financial institution that's leading the way in change – now you're talking about a career with a company that allows you to grow. As an award-winning employer-of-choice – we have the best of the best working for Albertans. Sound like a team you want to be a part of?

**Advancement. Fun. Rewards... We get it.**  
**To learn more visit [atb.com](http://www.atb.com).**

To read our employer reviews visit our [Glassdoor](#) page.

Online applications are preferred. ATB Financial is an equal opportunity employer. We thank all applicants for their interest; however, due to the high number of resumes we receive, only short-listed candidates will be contacted.

For information on communities where ATB thrives, please visit <http://www.atb.com/contact-us/Pages/branch-locator.aspx>