

Survey Name: 2020 Canada Restaurant
Job Family: Legal, Compliance & Audit
Job Sub-family: Regulatory Affairs
Job Code: LCA.04.000.P30
Job Title: Regulatory Affairs - Senior Professional (P3)
Job Type: Core Job

Refinement: All Data
Scale: In Whole Numbers
Currency: Canadian Dollar
Number of Organizations: 3
Number of Observations: 7
Position Class: -

Job Description: Positions in this sub-family are responsible for ensuring the organization gains regulatory approval for new products and product amendments; and for maintaining the currency of product licenses and permits. Activities include some/all of the following:

- Ensuring the organization is aware of and compliant with legislation and regulations pertaining to the business
- Monitoring/interpreting regulatory developments and determining the impact on business operations and compliance programs
- Compliance implementation
- Regulatory reporting/documentation for internal and external audiences
- Gathering data, preparing, reviewing, and/or approving regulatory compliance documents

 A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include:

- Managing projects / processes, working independently with limited supervision.
- Coaching and reviewing the work of lower level professionals.
- Problems faced are difficult and sometimes complex.

* More than 35% of the rates within the sample are supplied by one organization
 ** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization

Compensation Element	No. of Orgs	No. of Obs	*/**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	3	7	*	--	--	90,783	--	--	--
Salary Min	1	3	**	--	--	--	--	--	--
Salary Max	1	3	**	--	--	--	--	--	--
Base Salary Incentive Eligible	3	7	*	--	--	90,783	--	--	--
Base Salary Not Incentive Eligible	3	7	*	--	--	90,783	--	--	--
STI Threshold % Base	1	3	**	--	--	--	--	--	--
STI Target % of Base	3	7	**	--	--	14.3	--	--	--
STI Maximum % Base	1	3	**	--	--	--	--	--	--
STI Actual % Base	2	6	**	--	--	--	--	--	--
STI Actual	2	6	**	--	--	--	--	--	--
Total Cash - Target	3	7	*	--	--	103,639	--	--	--
Total Cash Target - Receivers	3	7	*	--	--	103,639	--	--	--
Total Cash Actual - Receivers	2	6	**	--	--	--	--	--	--
LTI (B-S)	0	0		--	--	--	--	--	--
LTI % of Base (B-S)	0	0		--	--	--	--	--	--
TDC Actual (B-S) Rcvrs	0	0		--	--	--	--	--	--
Standard Work Week	2	6	**	--	--	--	--	--	--
Tenure - Organization	2	4	**	--	--	--	--	--	--
Tenure - Position	2	6	**	--	--	--	--	--	--