

# RBC/RBTT CCOM PROGRAM

*Has a Vacancy for a*

## **LEAN SIX SIGMA – MASTER BLACK BELT TEAM LEAD** **(Position located in Trinidad – Contract for 2 Years)**

### **OBJECTIVES:**

The incumbent is a recognized expert in the application of business improvement tools and skills and is a vanguard of RBC's Process Excellence methodology using Six Sigma and Lean tools to focus on achieving significant performance improvements, and significantly enhancing value-add processes and activities for business and functional units, staff and clients across RBTT.

The focus will be on leading and supporting specific initiatives, counselling and coaching executive leadership teams, providing highly complex technical support and analysis as required for LSS projects and supporting the development of LSS methodologies, including tools and training within RBTT. The incumbent is chartered to identify opportunities and improvements and will assist in identifying LSS projects linked directly to RBTT's strategic objectives with significant business impact. They identify Black Belt candidates and RBTT mentors/leaders.

### **KEY RESPONSIBILITIES:**

- Leads the strategy and develops the plan on how Lean and Six Sigma capabilities can help shape and deliver business unit performance and people development goals.
- Works directly with Business and Functional Unit senior leadership teams to understand and help shape business performance strategies, understanding short/medium/long term goals
- Assesses current state and highlights potential gaps. Develops a prioritized list of initiatives to close the gaps and deliver on the business unit goals.
- Interfaces with key department heads to garner support, drive business improvement efforts, define processes and develop/enhance business performance metrics.
- Provides approaches and options to capitalize on business improvement opportunities, providing perspective on scope, scale, potential projects and resourcing.
- Selects projects linked directly to strategic objectives that will result in transformational change and improvement. Provides counsel and support through to benefits realization.
- Coaches project teams to ensure initiatives begin and remain aligned with organizational strategic goals.
- Responsible for selecting potential candidates, developing, mentoring and coaching Green and Black Belts in a project intensive environment. Coaches candidates through to certification within the prescribed timelines.
- Coaches/consults executive management in creating the proper infrastructure and support for successful deployment and for setting strategy for business improvement implementation using LSS tools and techniques.
- Mentors and coaches executive management in the use of LSS tools and methodology to ensure timely completion of projects with significant impact.

**QUALIFICATIONS/EXPERIENCE:**

- MUST BE Certified Lean Six Sigma Black Belt or Master Black Belt
- University Degree or equivalent
- 5-10 years Financial Services experience preferred

**CRITICAL SKILLS:**

- Creates new models
- Builds organizational capability
- Resolves Conflicts
- Provides long term coaching
- Thrives on conditions characterized by ambiguity
- Reinforces change vision dramatically
- Positions Self as Leader
- Builds a powerful network

**Interested persons should send their applications to:**

**Mrs. Joy Phillips-Pajotte  
The Human Resources Department, 4<sup>th</sup> Floor, Royal Court,  
19-21 Park Street, Port of Spain  
or e-mail: [joy.phillipsajotte@tt.rbtt.com](mailto:joy.phillipsajotte@tt.rbtt.com)**

**Deadline for submission June 25, 2010**