

Lead, AI Implementation and Business Transformation

Location: 85 Victoria Street, Gatineau (Head Office)

Job type: Full time (flexible schedule possible)

Start date: Based on availability

About us

Samson is a growing audit and advisory firm, recognized for its strategic services in audit, cybersecurity, risk management, finance, human resources and organizational transformation. We support public and private sector clients across Canada.

With more than $14M in annual revenue and a hybrid team of high-calibre professionals, Samson combines the expertise and rigour of a large firm with the agility and collaborative culture of a close-knit team. At Samson, we believe in talent development, innovation and the tangible impact of our work.

Samson is a leader in providing audit services for grants and contributions to the federal government. This is a key strategic area for the firm, offering immediate growth and long-term career prospects.

Your role

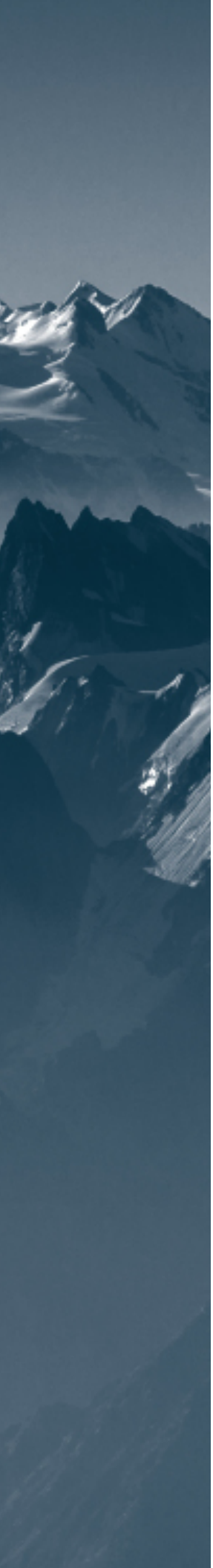
Samson is looking for a curious, practical and business-minded person to turn the possibilities of AI, automation and transformation into practical solutions that deliver tangible results.

This is not a research or software development role. We are looking for someone who enjoys understanding how teams work, identifying better ways of doing things, testing solutions and ensuring their successful adoption.

Working with our service lines and corporate functions, you will help Samson make the most of AI and technology by turning promising ideas into solutions that are implemented, adopted and measured.

Main responsibilities

- Turn ideas into action. Identify and prioritize opportunities to improve, simplify or automate the way we work.



- Test and implement solutions. Research AI and technology tools, carry out practical pilot projects, measure results and help deploy effective solutions across the firm.
- Improve processes. Work directly with teams to understand their operations and identify repetitive, manual or low-value activities that can be improved.
- Drive adoption. Help colleagues use AI effectively through hands-on coaching, training, guides, templates and shared best practices.
- Contribute to responsible use of AI. Work with IT and other stakeholders to ensure that new tools meet our privacy, security and client service obligations.
- Measure impact. Track adoption, efficiency gains, costs and other results to demonstrate the value created.
- Help shape what comes next. Identify new AI and transformation opportunities and take part in developing AI-driven services for our clients.

Qualifications

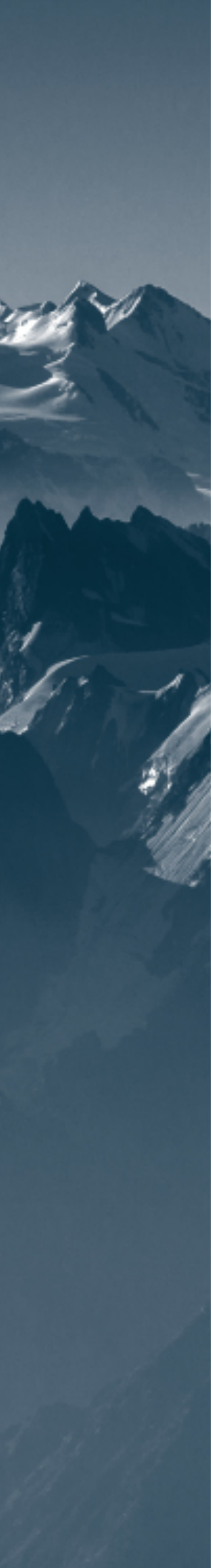
Your background may be in business transformation, operations, finance, information systems, process improvement, project management or a related field.

We are mostly looking for someone who:

- Shows genuine curiosity about AI, technology and better ways of working;
- Learns new tools quickly and enjoys experimenting;
- Understands business processes and can spot opportunities for improvement;
- Combines strong problem-solving skills with a practical, action-oriented approach;
- Can manage multiple initiatives and move easily from idea to implementation;
- Communicates effectively with people at different levels of the organization;
- Enjoys helping others learn and adopt new ways of working;
- Understands business and financial processes well enough to assess whether an improvement creates real value.

You do not need to meet all the criteria.

You do not need to be a programmer, an AI researcher or a CPA.



We place more importance on curiosity, business sense, resourcefulness and the ability to execute than on a specific job title or number of years of experience. Experience implementing or improving processes and tools in a professional services or financial environment is an asset.

What we offer

- Build, not just advise. Move initiatives forward, from the initial opportunity through to testing, implementation and adoption.
- Make a real impact. Work on solutions that directly improve our teams' work and the services we provide to our clients.
- Work across the firm. Explore AI, automation, systems and process improvement with different teams and functions.
- Experiment and learn. Test promising tools, measure their effectiveness and help deploy the solutions that work.
- Grow with the role. As Samson's AI and transformation capabilities develop, help shape how we work and the new AI-driven services for clients.

Please send your resume to admin-hr@samson.ca