

Job Posting

IT Director – Toronto, Ontario
(Hybrid – Travel Required)
Salary: \$90,000 – \$100,000

Full-Time, Permanent

Posting Date: Sept 30 2026

About Avera

At Avera, our people are the foundation of every client experience we deliver. The IT Director plays a critical role in supporting our continued growth and ensuring we maintain high standards our client expect.

The IT Director is responsible for the day-to-day leadership and performance of the Company's IT operations across all Canadian locations. This role manages the regional IT leads, oversees technology infrastructure, security practices, and business systems support, and ensures IT services run smoothly and support the business's daily operations. Reporting to the Chief Technology Officer, the IT Director will spend time in regional offices and in work-from-home settings. This is a hybrid position based in our Toronto location and consists of an average 44-hour workweek, with the expectation of flexible hours and occasional overtime.

Qualified and interested applicants are encouraged to apply with their resume to:
c.careers@averaav.ca

What You'll Lead

IT Leadership & Operations

- Manage and support the regional IT leads (West, Central, East), including performance management and day-to-day guidance
- Help implement the company's IT roadmap and policies as set by the CTO
- Maintain consistent IT standards, support practices and service levels across all regions
- Support business system usage and troubleshooting (ERP, CRM, ticketing, HRIS, finance systems, etc.)
- Assist with departmental budget tracking and reporting
- Help coordinate the rollout of technology projects and system upgrades
- Stay current on relevant technologies and flag opportunities for improvement
- Support vendor and service-provider relationships day to day

Infrastructure & Security

- Oversee day-to-day IT infrastructure, networks, cloud services, and endpoint management across regions





- Help maintain system reliability, availability and basic security controls
- Support disaster recovery and business continuity procedures already in place
- Manage IT assets, software licensing, access controls and user account administration
- Ensure consistent support standards across all company locations
- Work with other departments to address regional technology needs

Job Requirements

- Bachelor's degree in Computer Science, Information Technology, Information Systems, or related field (or equivalent experience)
- Minimum 5 years of progressive IT experience, including 2–3 years in a leadership or team-lead capacity
- Experience supporting multi-site IT operations
- Strong knowledge of Microsoft 365, cloud technologies, networking, and general cybersecurity practices
- Familiarity with privacy and data protection basics across Canadian provinces is an asset
- Relevant certifications (ITIL, Microsoft, Security+, or equivalent) are an asset
- Strong communication, organizational, and problem-solving skills
- Bilingualism (French and English) is an asset

Work Conditions

- Travel to other regional offices/locations may be required
- Combination of office/work from home

Additional Terms

Reports To: Chief Technology Officer

- Other duties as necessary may be required and are expected from the position within reason.

Total Compensation and Benefits

Total compensation ranges between \$90,000 and \$100,000 and includes:

- Annual bonuses
- 3 weeks of annual vacation
- Comprehensive extended health, dental, vision and wellness benefits plan
- Registered Retirement Savings Plan (RRSP)
- Employee and Family Assistance Plans
- Flexible working arrangements



Why Join Avera?

At Avera, you'll be part of a people-first culture that values growth, supports career development, and empowers our teams to make a local impact while contributing to a national organization. Our culture is built on three core values:

- Integrity – We do what we say. We build trust through reliability, honesty, and keeping our commitments to clients and one another.
- Authenticity – We show up as ourselves. We value diverse perspectives and create an environment where people can thrive as their true selves and through teamwork.
- Accountability – We own our results. We take pride in our work, support one another, and are empowered to make a meaningful impact every day.

Avera Audiovisual Inc. welcomes applications from minority groups and people with disabilities. We are committed to creating a more equitable, inclusive and diverse company and strongly encourage applicants of all genders, ages, abilities and life experiences to apply. Upon request, accommodation supports are available for candidates taking part in all aspects of the recruiting process.

This position is a new vacancy and is open to external applicants. We appreciate your interest in applying, however, only those selected for an interview will be contacted. Please note all applications are reviewed by our recruiting team, no AI tools were used the screening or selection processes for this role.

