

Job Description: President and Chief Executive Officer***Job Summary***

The President and Chief Executive Officer (the "CEO") is accountable for sustained value creation for stakeholders. The CEO is entrusted with managing company resources to ensure optimal performance, developing and maintaining continuity of leadership capabilities, and providing leadership in corporate governance and regulatory compliance. The CEO is responsible for championing the global mission, vision, values, leadership and strategic capabilities of Sun Life Financial Inc. (the "company"). As a member of the Board of Directors (the "Board") and working with the Chairman, the other members of the Board, and the Executive Team, the CEO shapes, communicates and executes the enterprise-wide financial, operational and human resource strategy.

Accountability Overview:**Leadership and Vision**

Leads the Executive Team in developing and executing enterprise-wide strategies to optimize shareholder value by:

- Enhancing organizational capability through strong, capable and innovative leadership.
- Establishing strategic, operational and financial objectives which fulfill the company's overall long term position in the international financial services environment.
- Formulating enterprise-wide direction to facilitate business growth in selected international markets and creating a framework for market leadership in Canada.
- Identifying, evaluating and actioning merger/acquisition/divestiture/strategic alliance opportunities.

Business Operations

Directs the business operations of the company through the Executive Team, as well as through the senior executive responsible for MFS Investment Management, Sun Life Financial U.K. and other major business units ensuring alignment with the company's overall strategic direction by:

- Setting operational principles that are conducive to stimulating premier financial, operational and individual performance.
- Conducting reviews and monitoring progress against annual, mid – and long – term business plans and providing guidance, when needed, to focus efforts.
- Developing for Board/regulatory/shareholder approval (as required) all major change initiatives (including new or major revisions to policies and procedures) ensuring they align to enterprise strategy and allocating appropriate resources to assure successful conclusion.
- Monitoring enterprise-wide customer satisfaction, ensuring proactive management of changing needs and emerging trends.

Resource Management

Oversees the management of all operational, financial and human resources to ensure the effective and efficient allocation of resources across the company by:

- Conducting enterprise-wide, long-range operational plans, executing decisions impacting the company's strategic direction and stimulating synergies across the Business Groups.
- Directing the financial and risk management activities and overseeing the corporate governance structure and guidelines to ensure compliance with all regulatory policies.
- Developing overall human resource policies with a focus on building and maintaining an effective senior management team, establishing a work environment characterized by high levels of employee engagement, building a skilled, agile workforce to deliver results and facilitate seamless succession into key roles, and maintaining an appropriate pay for performance alignment between compensation and business results.

Compliance and Risk

Oversees compliance with all applicable governing legislation, regulations, directives, policies or industry association guidelines as well as risks arising out of unethical behaviour and improper market conduct and sales practices by:

- Ensuring implementation of risk management practices and procedures in accordance with the risk management framework approved by the Board.
- Monitoring compliance through the SLF Legislative Compliance and Management Policy framework and taking corrective action when required.
- Addressing capital and operational risk through documented controls and recurring audits.
- Creating an atmosphere that fosters high ethical standards.
- Upholding the governing principles of Sun Life Financial's Code of Conduct.

Representation and Company Image

Serves as the company's chief spokesperson and represents Sun Life Financial as a Director of the Board by:

- Maintaining an appropriate level of activity in Government and Industry Relations, and in interfacing with the company's joint venture partners in off-shore business operations.
- Maintaining a highly effective relationship with key regulators, characterized by an open and frank dialogue and proactive attention to key issues.
- Building strategic external relationships with business leaders, government officials and investors in Canada and Internationally.
- Profiling the company's best practices and competitive advantages within the business community, and representing the company on association boards/conferences.
- Clearly articulating and promoting company values to sustain a superior, reputable corporate image.

Reports to:

Board of Directors

EVP, Corporate Development & General Counsel

Direct Reports:

President, SLF Canada

EVP & Chief Investments Officer

President, SLF U.S.

EVP & Chief Information Officer

President, SLF Asia

EVP, Human Resources

CEO, MFS

EVP, Public & Corporate Affairs and Chief Marketing Officer

CEO, SLF U.K.

SVP & Chief Auditor

EVP & Chief Financial Officer

EVP & Chief Risk Officer