



CONTROLLER

EDMONTON, ALBERTA
\$120,000 – 150,000

Established in 1985 and headquartered in Edmonton, Alberta, CCS Contracting is recognized as one of Western Canada's premier building envelope specialists, serving the commercial, institutional, and industrial sectors. Known for its commitment to quality and reliability, CCS is the contractor that not only gets the job done but ensures it is done right—and on schedule.

The Controller will be a strategic leader responsible for guiding all financial operations, ensuring fiscal responsibility, and driving growth through sound financial planning and analysis. This role involves overseeing budgeting, forecasting, and reporting processes, while maintaining robust internal controls and ensuring regulatory compliance. As a key member of the leadership team, the Controller will provide insights on financial strategy, support decision-making, and optimize financial performance. The successful candidate will lead and develop a high-performing finance team, foster cross-departmental collaboration, and enhance operational efficiency through continuous improvement of financial systems and processes.

Key Responsibilities

- 1. Strategic Financial Leadership**
 - Collaborate with leadership to develop and implement financial strategies that align with CCS Contracting business goals.
 - Lead financial planning initiatives, including long-term financial modeling, business case analysis, and financial performance reviews.
 - Advise the leadership on potential risks, growth opportunities, and financial impact of strategic initiatives.
- 2. Financial Planning, Budgeting, and Forecasting**
 - Preparation of annual budgets and financial forecasts, providing insights on variances and adjusting strategies as needed.
 - Conduct monthly, quarterly, and annual financial performance analyses, identifying trends and advising on adjustments to ensure budget alignment.
 - Develop comprehensive cash flow projections and manage cash flow strategies to support operational stability and growth.
- 3. Accounting and Financial Reporting**
 - Ensure the integrity and accuracy of financial records, and oversee the timely completion of monthly, quarterly, and annual financial reports.
 - Supervise the finance team in accounting, accounts payable/receivable, payroll, and other financial operations.
 - Manage audits and liaise with external auditors, ensuring compliance with standards and internal policies.
- 4. Risk Management and Compliance**
 - Identify and assess financial risks, implementing strategies to mitigate exposure and maintain compliance with relevant financial regulations.
 - Establish, monitor, and enforce internal controls to protect assets and ensure proper financial management.

- Maintain up-to-date knowledge of industry regulations, accounting standards, and tax codes, adapting strategies as necessary.

5. Team Leadership and Development

- Lead, mentor, and develop the finance team, promoting a culture of high performance, continuous improvement, and collaboration.
- Conduct regular performance evaluations and support team members' professional growth through targeted development plans.

6. Financial Systems and Process Optimization

- Evaluate current financial processes and systems, identifying opportunities for improvements to drive efficiency and accuracy.
- Collaborate to implement tools and technologies that streamline financial operations and enhance reporting capabilities.

Skills and Qualifications

- Bachelor's degree in Finance, Accounting, or a related field; CPA designation preferred
- Minimum of 8-10 years in finance roles, with at least 5 years in a senior finance leadership role
- Strong analytical skills and a strategic mindset with a focus on business growth.
- Expertise in financial modeling, forecasting, and budgeting.
- Proficiency in financial software and ERP systems; advanced Excel skills are required.
- Strong communication and presentation skills, with the ability to influence and collaborate across all levels of the organization.
- Strong leadership skills with the capacity to inspire, guide, and support a finance team in achieving company goals.
- Demonstrates composure and resilience in fast-paced or high-pressure environments, with the ability to adapt to changing priorities and business needs.
- A "people person" who is approachable and supportive, fostering a positive work culture and maintaining strong working relationships across all levels of the organization.
- Brings a collaborative, team-first approach with a low ego, focused on contributing to the team's success rather than personal recognition.
- Skilled in analyzing complex financial situations, identifying challenges, and crafting effective solutions aligned with company objectives.

The ideal candidate for the Controller role is a strategic and level-headed financial leader with a passion for building strong relationships and supporting team success. They are an adaptable, solution-oriented problem solver who thrives in a collaborative environment, balancing financial expertise with an approachable, "people-first" attitude. This individual is humble and driven, focused on contributing to the company's mission rather than seeking personal accolades. Those who excel in high-pressure situations, have a strong ethical foundation, and bring a low-ego, high-impact approach to their work will find this role fulfilling. CCS encourages applications from individuals who are dedicated to fostering a positive workplace culture, value open communication, and want to make a meaningful impact within a reputable company. This role will be a

great fit for those who enjoy a balance of strategic planning, team mentorship, and hands-on financial management, while contributing to a company committed to quality, integrity, and continuous growth.

If you are interested in learning more about this exciting opportunity, please forward your resume to kam.ketler@mnp.ca