

Position Profile

Controller

Reports To: General Manager
Organization: Sterling Fleet Outfitters
Date: September 2025
Location: Langley, BC
Compensation: \$130,000-\$150,000

ABOUT STERLING FLEET OUTFITTERS

Sterling Fleet Outfitters are on a mission to empower businesses by delivering superior fleet solutions that enhance performance, productivity, and safety. They are committed to providing innovative, high-quality products and services that exceed expectations and drive success. This is done by providing their clients with outfitting solutions that feature industry-leading equipment and best-in-class service. The end result is to minimize downtime and maximize efficiency. From custom builds to standardized fleets, Sterling Fleet Outfitters have provided solutions to thousands of clients across North America in industries such as telecom, plumbing, contractor, HVAC, service and more!

ABOUT THE DIRECTOR OF FINANCE

On behalf of Sterling Fleet Outfitters, we are hiring a finance leader who is both strategic and hands-on. You will drive EBITDA growth, implement strong accounting processes, and provide forward-looking insights that improve pricing, margin, and cash performance. You'll partner with the management team to lead annual budgeting, rolling forecasts, and cost-reduction initiatives, stand up a new ERP (from selection through go-live), and steward tax efficiencies. This role suits an entrepreneurial builder who can operate independently, roll up their sleeves, and elevate the finance function without close oversight.

KEY LEADERSHIP ACCOUNTABILITIES

Performance, Planning & Profitability

- Own EBITDA improvement levers; deliver actionable margin analysis and recommendations.
- Lead the annual budget, quarterly re-forecasts, and a rolling 12–18-month outlook.
- Build profitability analysis by customer, product, region, and job/project.
- Translate findings into pricing and mix actions.
- Partner with Sales/Operations on pricing strategy, discount governance, and contribution margin targets.

Accounting Operations & Control

- Oversee full-cycle accounting, month-end close, and management reporting (speed + accuracy).
- Strengthen internal controls, policies, and reconciliations; coordinate external reviews/audits.
- Manage working capital (DSO, DPO, inventory turns) and daily cash flow forecasting.
- Ensure compliance with GAAP/IFRS and all regulatory/tax filings; identify tax optimization opportunities.

Systems & Data

- Lead ERP implementation end-to-end (requirements, selection, configuration, testing, cutover, training, stabilization).
- Level-up data integrity and self-serve dashboards for leaders; scale advanced Excel/BI practices.

Leadership & Team

- Lead the Accounting Manager and 2 staff accountants +1 part time account staff.
- Set clear KPIs, coach for capability, and foster a humble, collaborative culture.
- Model ownership, curiosity, and continuous improvement.

SUCCESS METRICS

- Month-end close reduced to ≤ 5 business days; clean reconciliations.
- Profitability reporting (customer/product/region/job) live with quarterly price/mix actions.
- ERP implemented on time/on budget with minimal disruption.
- EBITDA uplift delivered via pricing, COGS/Opex initiatives, and waste reduction.
- Working capital KPIs: improved DSO/DPO, inventory accuracy & turns, cash forecast MAPE $\leq 10\%$.

QUALIFICATIONS

- CPA (or equivalent) preferred; 7+ years progressive accounting/finance with 3+ years in leadership.
- Demonstrated success driving EBITDA/margin, pricing, and cost programs.
- Strong in managerial accounting, job/project costing, and decision support.
- ERP implementation experience; advanced Excel/BI.
- Hands-on, entrepreneurial, low-ego collaborator; comfortable on the floor and in the boardroom.
- Local/short commute preferred (on-site 5 days/week for team continuity and retention).

BENEFITS & VACATION

Minimum 4 weeks vacation. Green Shield extended health benefits (100% employer-paid after 3 months).

Send your resume and cover letter directly to: Dushyanthi Krishna – Dushyanthi.Krishna@mnp.ca