

Position Profile

Vice President, Finance

Reports To: President
Organization: CONFIDENTIAL
Location: Saskatoon, SK

ABOUT THE VICE PRESIDENT, FINANCE

Reporting to the President, the Vice President, Finance is a key member of the executive leadership team, responsible for overseeing the financial health and strategy of the organization. This role provides strategic financial guidance to the CEO, executive team, and board of directors, ensuring that financial planning aligns with overall business objectives. The VP, Finance leads all financial functions, including financial reporting, budgeting, forecasting, cash flow management, risk assessment, investment planning, and tax strategy.

In addition to high-level financial oversight, the VP, Finance plays a critical role in capital structure management, mergers and acquisitions, corporate governance, and operational finance. This leader also ensures compliance with regulatory requirements and implements financial systems that drive operational efficiency, cost optimization, and scalable growth strategies.

The VP, Finance will lead and develop the finance and accounting team, creating structured processes that enhance financial accuracy, reporting, and decision-making. By fostering a culture of accountability and continuous improvement, this leader ensures the finance department operates efficiently and effectively in support of the company's growth and long-term success.

Equally important, the company is looking for a leader who will embrace and contribute to a strong, positive work culture. The ideal candidate is not just a financial strategist but also a team player who thrives in a collaborative environment. The VP, Finance will champion transparency, teamwork, and open communication, ensuring that the finance function is a trusted business partner to all departments. This role requires someone who can lead with integrity, foster strong relationships, and create an environment where people feel valued, supported, and motivated to succeed.

KEY LEADERSHIP ACCOUNTABILITIES

Financial Planning and Strategy:

- Develop and oversee the organization's financial strategy.

- Align financial planning with the company's overall business strategy.
- Forecast future financial performance and set financial targets.
- Provide financial insights to support decision-making across departments.
- Partner with the CEO and other executives to shape overall corporate strategy.
- Develop long-term financial roadmaps to support expansion, acquisitions, and sustainable growth.
- Promote a finance culture that supports collaboration, innovation, and shared success.

Financial Reporting and Analysis:

- Prepare and present accurate financial statements & reports to the exec team, board of directors, and shareholders.
- Analyze financial data to provide insights into business performance.
- Ensure compliance with financial regulations and standards.
- Develop KPI-driven financial dashboards to enable real-time decision-making.
- Enhance financial modeling capabilities to improve scenario planning and risk mitigation.

Budgeting and Forecasting:

- Lead the budgeting process, ensuring alignment with strategic objectives.
- Monitor and manage budgets, identifying areas of overspend or underperformance.
- Adjust financial forecasts as necessary based on actual performance.
- Implement rolling forecasts and predictive analytics to improve financial accuracy and agility.
- Establish budget accountability measures across all business units.
- Encourage cross-functional collaboration in budgeting to ensure alignment with operational priorities and strategic goals.

Cash Flow Management:

- Oversee the management of cash flow to ensure the company has sufficient liquidity to meet its obligations.
- Manage working capital and optimize the company's capital structure.
- Develop cash management strategies to maximize operational efficiency and investment returns.

Risk Management:

- Identify, assess, and manage financial risks, including market risks, credit risks, and operational risks.
- Develop risk mitigation strategies and implement appropriate internal controls.

Investment Management:

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- Oversee the organization's investment portfolio, including decisions on mergers, acquisitions, & other capital investments.
- Evaluate the financial viability of investment opportunities.
- Lead financial due diligence and integration planning for acquisitions.
- Build financial partnerships and investor relations to support strategic acquisitions.
- Ensure a people-first approach during M&A activities, supporting teams through transitions and fostering cultural alignment.

Capital Structure Management:

- Determine the best mix of debt, equity, and internal financing to support the organization's goals.
- Manage relationships with investors, banks, and other financial institutions.

Tax Management:

- Ensure compliance with tax laws and optimize the company's tax position.
- Manage tax planning strategies to minimize tax liabilities.

Financial Technology and Systems:

- Oversee the implementation and management of financial systems and technology.
- Ensure financial data integrity and security.

Stakeholder Communication:

- Communicate financial performance and strategy to stakeholders, including the board, investors, and employees.
- Act as the primary point of contact for financial matters with external auditors and regulators.
- Provide financial insights that empower department leaders to make informed business decisions.
- Foster a data-driven culture, ensuring transparency in financial reporting.
- Encourage open, respectful dialogue within the organization to strengthen financial literacy and strategic alignment.

Team Leadership:

- Build and develop a high-performing finance team, fostering a culture of collaboration and continuous improvement.
- Establish and refine the structure, processes, and workflows within the accounting team to enhance efficiency and accuracy.
- Ensure the finance department operates effectively, aligning with organizational goals and best practices.
- Mentor and coach emerging finance leaders within the organization.

- Strengthen interdepartmental collaboration by integrating finance with operations, HR, and technology teams.
- Champion a positive, inclusive, and supportive workplace culture.

Corporate Governance:

- Support the board of directors in governance matters, including reporting, compliance, and decision-making.
- Ensure the organization adheres to ethical standards and corporate governance principles.

EDUCATION AND EXPERIENCE REQUIREMENTS

- Bachelor's degree in Finance, Accounting, Economics, or a related field required, with a professional designation is required.
- 10+ years of progressive financial leadership experience, with at least 3 years in a senior finance or executive role.
- Proven track record of strategic financial planning, budgeting, and forecasting in a complex business environment.
- Strong experience in financial reporting, risk management, and corporate governance.
- Experience managing capital structures, debt and equity financing, and investor relations.
- Demonstrated expertise in mergers, acquisitions, and financial due diligence.
- Experience leading and developing high-performing finance and accounting teams.
- Knowledge of financial regulations, tax laws, and compliance requirements.
- Proficiency in financial technology, ERP systems, and data analytics tools.
- Strategic thinking with the ability to align financial planning with business objectives.
- Strong leadership and team development skills, fostering collaboration and high performance.
- Excellent decision-making abilities, using data-driven insights to drive financial strategy.
- Effective communication skills, with the ability to present financial data clearly to executives, board members, and stakeholders.
- Strong collaboration and influence, partnering effectively with cross-functional teams.
- High adaptability, capable of navigating change and uncertainty in a dynamic business environment.
- Integrity and strong ethical standards, ensuring compliance with corporate governance principles.

The ideal candidate for the Vice President, Finance role is a strategic and results-driven financial leader with a proven track record of guiding organizations through growth and transformation. They are a forward-thinking professional who combines deep financial expertise with strong leadership and communication skills, enabling

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them to drive financial strategy and support business objectives. This role is best suited for individuals who thrive in fast-paced environments, excel at solving complex financial challenges, and have experience managing high-performing teams. If you are an accounting professional with a demonstrated track record of success paired with a passion for driving financial excellence, fostering collaboration, and influencing business success, we encourage you to apply!

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