



Senior Director of Finance

DESCRIPTION:

Mississaugas of the Credit First Nation (MCFN) is growing, and we need a leader who can guide the financial systems that empower us. We are searching for an experienced, senior accounting professional to join our Nation and keep our finances positioned for continued success.

The Senior Director of Finance will have a day-to-day, ongoing impact on Nation operations, helping us to analyze, strategize, and grow our financial position. The Senior Director of Finance will be responsible for overseeing the financial operations of the Nation, guiding its financial strategy, planning, and maintaining its fiscal stability. They will collaborate with Chief and Council and senior staff to establish long-range goals, strategies, plans, and policies.

This seasoned strategist not only will understand current accounting practices and trends, but also will have experience with First Nations financial operations, ensuring compliance and accuracy in all financial and accounting matters. As a member of senior management, the Senior Director of Finance will be comfortable in a leadership role that requires clear and effective communication skills.

OBJECTIVES:

- Take responsibility (directly and/ or via staff) for all cash management, investments, insurance, budgeting, and financial reporting, and help drive the Nation's financial strategy and hiring needs.
- Coordinate the development of annual operating, capital, and program budgets, as well as related reporting.
- Ensure cash flow is compatible with operations by overseeing day-to-day accounting, recording, reporting, and internal-control activities of the Nation.



- Develop and implement best practices and tools to ensure a well-controlled yet flexible organization that has strong fiscal management, project coordination, cross-team communications, and workflows.
- Comply with federal and local financial requirements by studying existing and new legislation and taking appropriate action.

KEY RESPONSIBILITIES:

1. **Financial Management:** Manage the Nation's financial operations, including budgeting, forecasting, and auditing. Ensure that the financial transactions, policies, and procedures meet the Nation's short and long-term objectives and are conducted in accordance with regulations, accounting principles, and standards. Develop the financial wellbeing of the Nation and work with senior managers to efficiently develop budget proposals, provide access to project finance information, and ensure compliance and internal reporting.
2. **Strategic Planning:** Develop and implement the financial strategy of the Nation. This includes long-term financial planning and forecasting, risk management, and investment strategies. Research revenue and funding opportunities, economic trends, analyze internal operations, and identify areas for process enhancement.
3. **Financial Reporting:** Oversee the preparation and communication of monthly and annual financial statements. Ensure the timely reporting of key financial data and updates to Chief and Council and other key stakeholders. Perform risk management through analysis of Nation liabilities and investments and evaluate and manage revenue initiatives.
4. **Compliance:** Ensure legal and regulatory compliance regarding all financial functions. This includes audits, tax, insurance, and compliance with federal and local regulations.



Monitor performance with tracking tools, establish corrective measures as needed, and prepare detailed reports.

5. **Leadership:** Manage the Finance and Accounting team and ensure their ongoing professional development and training. Oversee HR operations by coordinating with internal staff and oversee the financial IT systems. Participate in key decisions as a member of the executive management team.

QUALIFICATIONS:

1. Bachelor's degree in accounting, finance, or related field (MBA preferred).
2. Professional accreditation (CPA or CFA) and an understanding of advanced accounting, financing, regulatory issues, tax, and numeracy. Solid GAAP and financial reporting technical skills, and an understanding of GST, HST, and applicable tax exemptions for First Nations.
3. Five or more years of extensive experience in senior financial managerial and leadership roles, with a proven track record of success. Direct experience with First Nations financing and accounting preferred.
4. Excellent knowledge of data analysis, risk management and insurance, and forecasting methods.
5. Strong work ethic and a can-do attitude.
6. Proficient in the use of MS Office and financial management software.



7. Strong leadership and organizational skills.
8. Excellent problem-solving attitude and abilities.
9. Exceptional verbal, written, and visual communication and interpersonal skills. Proven experience in communicating financial reports, analysis, and projections in easy-to-understand terms.
10. Strong ethical standards and high levels of integrity with ability to handle confidential information.


BENEFITS:

The Senior Director of Finance will work closely and collaboratively with MCFN Chief and Council in a highly professional environment and will lead and manage the finance and accounting team. We offer a competitive compensation package, fulsome benefits package, support for professional development, and a worklife balance principle. MCFN is a progressive First Nation with a great environment for professional and career growth.

TO APPLY:

Please submit your resume and cover letter describing your qualifications and interest in the position to Barry Kuzminski, Human Resources Consultant at barry.kuzminski@mncfn.ca with the subject line “Senior Director of Finance Application – [Your Name]”. Please refrain from contacting our main office directly. Any inquiries about the position please contact Barry Kuzminski Human Resources Consultant directly. We appreciate your interest in joining MCFN and will review applications on an ongoing basis.





MCFN is an equal-opportunity employer and values diversity. We do not discriminate on the basis of race, color, religion, gender, sexual orientations, national origin, age, disability, or any other protected characteristic. We encourage applicants from all backgrounds to apply.

