

Job Title: Chief Financial Officer (CFO)

Organization: Zaag'idiwin Child and Family Services

Salary Range: \$107,000 - \$120,000 per year

Location: Saugeen First Nation, 6 Cameron Drive, Southampton, Ontario N0H 2L0

Job Type: Full-Time, Contract

About Zaag'idiwin Child and Family Services:

Zaag'idiwin Child and Family Services is a newly established organization dedicated to promoting the wellbeing of Saugeen First Nation children and families and build capacity to operationalize Saugeen's child wellbeing law, *Zaag'idiwin*. Saugeen children and families are at the core of who we are - they are our most valuable resource. We believe it is our collective responsibility as Saugeen to care for one another. As we embark on this transformative journey, we are seeking an experienced, visionary CFO to ensure our financial health and guide our fiscal strategy.

Position Summary:

The Chief Financial Officer (CFO) will oversee the development, implementation, and evaluation of our finance department's accounting policies, procedures, record keeping, and reporting systems. Operating under the Executive Director's direction, the CFO is responsible for ensuring compliance with Zaag'idiwin Child and Family Services' policies, provincial and federal laws, and applicable accounting standards (GAAP, IFRS, and Governmental Accounting Standards). This role is key in establishing robust internal controls, managing annual audits, and supporting the strategic direction and financial sustainability of Zaag'idiwin Child and Family Services.

Key Responsibilities:

Recruitment & Team Management

- Collaborate with management to ensure optimal staffing for the finance department.

Fiscal Accountability & Internal Controls

- Oversee annual audits and address deficiencies.
- Develop, update, and maintain internal controls, policies, procedures, and the trial accounting manual.
- Safeguard financial records per GAAP, IFRS, and Governmental Accounting Standards.
- Recommend system improvements and provide guidance on employee benefits and retirement plans.

Stewardship & Compliance

- Protect organizational assets and ensure adherence to financial regulations and employment laws.
- Communicate risk and value issues to the Executive Director and Board.

Strategic Leadership

- Partner with the Executive Director, Board, and management team to align financial strategies with organizational goals.
- Lead initiatives to secure financing and support sustainable growth while ensuring culturally appropriate financial practices.

Qualifications:

Education & Experience

- Bachelor's degree or diploma in Accounting, Finance, Business Administration, or a related field.
- Certified Public Accountant (or equivalent) required.
- 5-7 years in a managerial or supervisory role, preferably in community-based settings with First Nations, Inuit, and Métis (FNIM) communities.

Knowledge & Skills

- Strong understanding of Indigenous knowledge, especially Anishinaabe practices and cultural contexts.
- Expertise in management accounting, finance, and business administration, including GAAP, Governmental Accounting Standards, and financial reporting.
- Proficient in budget development, financial modeling, forecasting, and financial management software.
- Excellent leadership, communication, and interpersonal skills with proven conflict resolution capabilities.

Personal Attributes & Other Requirements

- Excellent leadership, communication, and conflict resolution skills, with a proactive, reliable, and professional demeanor.
- Commitment to Indigenous culture, values, and traditions.
- Valid Class 'G' Ontario Driver's Licence with access to a reliable vehicle; candidates must pass a Criminal Record Check and Vulnerable Sector Check.

Equal Opportunity & Preference:

Zaag'idiwin Child and Family Services promotes equal employment opportunities. Preference will be given to candidates who identify as Indigenous, particularly those who are members of Saugeen First Nation, in alignment with the needs of the communities we serve.

How to Apply:

Interested candidates are invited to submit their resume and a cover letter detailing their qualifications and vision for the role. Please ensure that your application highlights how your experience aligns with the Key Responsibilities & Qualifications.

Submit your application via email or post, **by 11:59 p.m. April 18th, 2025** to:

Candice Ruhl, Human Resources Manager

Governance Building, Saugeen First Nation
6 Cameron Drive, Southampton, Ontario N0H 2L0
candice.ruhl@saugeen.org