



Job Posting #	2019-10
Title:	Chief Financial Officer
Classification:	Director
Employment Duration:	Permanent Full Time
Salary Range:	Grade 13
Location:	Toronto, ON

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario since 1912, providing service in the areas of government relations, communications, information management, education and training to advocate for the protection and well-being of children.

As a member of the senior leadership team, the Chief Financial Officer (CFO) has the overall accountability for the financial management of the Association and of its business units which includes financial governance and responsibility for monitoring, reporting, forecasting and delivering financial results in accordance with strategic and operational plans and budgets and for the overall operations of OACAS.

This role will also provide leadership in analyzing the financial performance of a complex \$1.5 billion child welfare sector to identify opportunities for strategic, innovative and forward-thinking change. This role will work with various stakeholders to design, develop and prepare financial management and analytical reports that support decision-making related to both internal and external issues.

The CFO will also be responsible for overseeing the management of the Information Technology and the Facilities department.

Qualifications:

Education and Experience

- Minimum of undergraduate degree in Accounting, Business, Finance or related field; Master's degree is preferred
- CPA designation
- Minimum of 10 years' progressive experience within a not-for profit organization, 5 years' of which have demonstrated experience in financial planning, analysis or similar
- An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

Knowledge and Skills

- Expert knowledge of and management experience with business planning, project management, controllership, financial management and accounting principles, practices and methods
- Strong knowledge and experience of information technology, property management and business planning
- Good understanding of property and facilities management policies, practices and procedures

- Comprehensive knowledge of hardware and software, IT standards, compliance standards, and security
- Up-to-date knowledge of the theory, principles, and current best practices of information technology management and business process design, and current/emerging trends/issues
- Superior technical expertise in virtual service environment with network attached storage, telecommunications, voiceover internet protocol
- Good knowledge of Broader Public Sector principles, practices and processes for IT procurement
- Experience creating and managing budgets for non-profit organization, preferably an Association
- Broad general knowledge of OACAS programs and services and knowledge of operational systems in CASs including legislation and services, collateral organizations, service community and client composition
- Strong financial modeling skills including the use of software such as Excel
- Fosters an environment of high performance, with an emphasis on service excellence, continuous improvement and teamwork to achieve high standards for the department
- Creates and leads a team that reflects diversity, support differences and encourages different perspectives
- Exceptional interpersonal, collaboration and relationship management skills to interact effectively as a team member, as well as build and nurture effective working relationships with member agencies, colleagues in other jurisdictions, partners and stakeholders
- Experience in developing innovative, strategic products and ideas to build image and culture of excellence
- Creative, critical thinking, problem-solving, and relationship building skills
- Excellent oral and written communications skills, presentation skills, and the ability to credibly represent the interests of the Association in public forums. Ability to write complex reports/documents for a professional readership
- Results-oriented with strong managerial skills including experience in program management, financial management and human resources management with an understanding of government accountability principles and agreements
- Knowledge of all federal and provincial legislation applicable to voluntary sector organizations including: employment standards, human rights, occupational health and safety and environment, charities, taxation, CPP, EI, health coverage etc.
- Strong knowledge of fiscal management and responsibility, business finance, capital funding, contracts, and partnerships
- Sound understanding of risk management
- Effective attention to detail and a high degree of accuracy
- High level of integrity, confidentiality, and accountability

Assets

- Bilingual English/French
- Knowledge of Child Welfare sector and legislation governing/impacting the sector
- Knowledge of equity, diversity and inclusive practices

A copy of the full job description is available online at:

[https://oacas.sharepoint.com/Announcements/Job%20Ad%20-%20OACAS%20-%20Chief%20Financial%20Officer%20\(CFO\)%20-%20job%20description.pdf](https://oacas.sharepoint.com/Announcements/Job%20Ad%20-%20OACAS%20-%20Chief%20Financial%20Officer%20(CFO)%20-%20job%20description.pdf)

To Apply: Please apply ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by **Friday, September 20, 2019 at 5:00pm.** **Late applications will not be accepted.** We thank all candidates for their interest; however only those considered for an interview will be contacted.

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants are required to make any accommodation requests regarding the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-9853. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.