FELDMANDAXON PARTNERS INC.

York Region Children's Aid Society
Société d'aide à l'enfance de la région de York

Director of Finance

York Region Children's Aid Society | Newmarket, Ontario

Lead with purpose. Strengthen our future.

Bring your financial expertise, strategic perspective, and entrepreneurial thinking to an organization dedicated to children, youth, and families.

At York Region Children's Aid Society (YRCAS), strong financial leadership helps make essential services possible. Behind every budget, technology investment, and operational decision is an opportunity to strengthen how we protect children and youth from abuse and neglect and support their well-being and best interests.

Working alongside parents, caregivers, and community partners, we deliver equitable, culturally aligned services across York Region. Our diverse, interdisciplinary teams bring fresh thinking to child-, youth-, and family-centred care, supported by a culture of belonging where people are encouraged to contribute ideas and lead within their roles.

As our **Director of Finance**, you will join the Senior Leadership Team and work closely with the CEO and Board to turn strategic priorities into sustainable action. Your portfolio spans **Finance, Information Technology, Property and Facilities, and Procurement**—giving you a significant opportunity to shape the systems, resources, and infrastructure that support our mission.

You will also help build our next chapter: developing a shared services model that brings the Society's expertise to community partners and creates sustainable service-based funding opportunities.

If you are a strategic CPA who combines sound stewardship with an entrepreneurial outlook and a collaborative leadership style, we invite you to bring your ideas and experience to YRCAS.

Your opportunity to make a difference

Guide financial strategy and stewardship

Provide the insight, discipline, and direction that help YRCAS navigate a complex funding environment and plan confidently for the future.

- Lead financial planning, budgeting, forecasting, reporting, controllership, auditing, internal controls, and financial risk management.
- Develop short- and long-term financial strategies aligned with the Society's goals, legislation, and Ministry of Children, Community and Social Services requirements.
- Lead and resource the Finance team, strengthening the policies, cost controls, tools, and systems that support informed decisions.

- Direct annual budgeting and financial planning, monitor results, and assess performance against budgets and the long-term strategic plan.
- Engage and advise the CEO and Senior Leadership Team, Finance Committee of the Board and other board Committees on issues, trends and changes in the funding model(s), provincial activities, and operational impacts as well as on cost and expenditures control/deviations, significant budget variances, and extraordinary financial activity.
- Interpret Ministry funding and reporting guidelines; oversee statutory, Board, and Ministry reporting; and approve financial statements before submission.
- Translate funding model changes and provincial developments into clear advice for the Senior Leadership Team, Board Finance Committee, and other committees, supporting effective fiduciary oversight.
- Administer special funds privately held by the Society, including communications with external sources.

Strengthen technology and operational infrastructure

Help ensure our people have secure, reliable, and cost-effective systems and spaces in which to work.

- Directly manage the IT team in the planning and implementation of enterprise information and telecommunications systems, including equipment, software, network services, and printers and in addressing operational challenges, strengthening access protocols, advising on system design, and maintaining cybersecurity measures.
- Oversee building maintenance, repairs, and renovations, along with premises security and building code compliance.
- Negotiate and review mortgages, leases, and renewals in keeping with the Society's long-term plan.

Deliver value through procurement

Lead purchasing practices that combine operational value with responsible stewardship of public funds.

- Ensure procurement is transparent, competitive, cost-effective, and aligned with legislation, policy, delegated authorities, and best practices.
- Oversee vendor selection, contract management, and procurement risk.

Build shared services for the future

Bring an entrepreneurial approach to expanding the Society's contribution to community partners.

- Design, integrate and unify shared service offerings that the Society can offer to external stakeholders and community-based partners.
- Identify sustainable service-based opportunities that can generate funding to support programs.
- Work with the Senior Leadership Team to develop and implement service-level agreements with key stakeholders and community partners to provide operational supports such as payroll, accounting, legal services, human resources, and data analytics that will enhance program funding initiatives.

You will also lead other functions and projects that advance the Society's long-term plan.

What you bring

You combine financial rigour with curiosity, practical judgement, and the ability to bring people with you. You can explain complex issues clearly, navigate competing priorities, and help diverse teams do their best work.

Your qualifications include:

- Successful completion of a bachelor's degree in a related field from an accredited educational institution coupled with a professional accounting designation (CPA) that is in good standing as recognized within the province of Ontario.
- At least 10 years of related experience, ideally in the broader public sector, not-for-profit, or human services, including leadership of diverse, interdisciplinary, high-performing teams.
- Experience with labour relations, collective bargaining, and procurement in complex, unionized, not-for-profit environments involving multiple stakeholders.
- Professional knowledge across finance, accounting, IT, facilities, and procurement, along with a solid understanding of shared services strategies.
- Strong budgeting, forecasting, and contract negotiation skills, with the ability to address complex public sector funding challenges.
- Clear, professional communication, attentive listening, and the ability to recognize non-verbal cues and navigate difficult conversations constructively.
- Strong critical thinking, sound decision-making, and the ability to manage time and priorities as deadlines shift.
- A collaborative leadership approach that supports, develops, and inspires a diverse team.
- A demonstrated commitment to diversity, inclusion, cultural awareness, safety, and sensitivity in the workplace.

Child welfare sector experience and bilingualism are assets.

Meaningful work. Support for your life.

Alongside the opportunity to influence the future of a vital community organization, YRCAS offers:

- Base salary range: $132,901.47 to $168,800.41
- A **33.75-hour work week**, hybrid work model (3 days/week onsite required), and casual dress code.
- **Four weeks of vacation**, five float days, one day off every three weeks in winter, and shortened summer hours.
- An **OMERS pension**, with contributions shared equally by the employer and employee.
- Employer-paid group insurance and health and dental benefits.
- Wellness initiatives, including virtual fitness classes.
- Mileage reimbursement.

Our commitment to equity and inclusion

YRCAS is committed to anti-oppression, anti-racism, and employment equity, and to building a workforce that reflects the diversity of York Region. We welcome applications from all qualified individuals and strongly encourage applications from women, racialized persons/persons of colour, Indigenous Peoples, persons with disabilities, and members of the 2SLGBTQ+ community. We value the perspectives, experiences, and ideas that each person brings.

If you are comfortable doing so, you may self-identify in your application. This information is confidential and used only to inform our recruitment process as an equal opportunity employer.

We are committed to a barrier-free selection process. Accommodation is available under the Ontario Human Rights Code. Please advise Human Resources when contacted for an interview so they can work with the hiring committee to ensure you are assessed fairly and equitably.

Conditions of employment

Employment is conditional upon verification of credentials, a satisfactory vulnerable sector check, and a valid Class G driver's licence with daily access to an insured vehicle. YRCAS follows Public Health guidelines. The Society's mandatory COVID-19 vaccination requirement is currently suspended. If reinstated, employees will be required to comply with the policy, including proof of two doses.

Bring your leadership to YRCAS

Help shape a financially sustainable future for an organization serving children, youth, and families across York Region.

To apply or discuss this opportunity in confidence, contact:

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We appreciate all applications. All communications will be held in strict and professional confidence. Only candidates selected for an interview will be contacted. Thank you for your interest.

This posting is for an existing position with York Region Children's Aid Society. We do not use artificial intelligence (AI) tools to screen, assess, or select applicants at any stage of the hiring process. All applications will be reviewed and evaluated by the Feldman Daxon team.