



Finance Manager

Family and Children's Services of Lanark, Leeds and Grenville is the amalgamated child protection agency for the counties of Lanark, Leeds and Grenville and the surrounding area. It was created in 2011 when the Children's Aid Society of the County of Lanark and the Town of Smiths Falls, and the Family and Children's Service of Leeds and Grenville united under a common umbrella. Serving a large geographic area of eastern Ontario, FCSLLG is a not-for-profit agency governed by a volunteer Board of Directors and funded by the Province of Ontario through the Ministry of Children, Community and Social Services (MCCSS).

Seconded for first 12-18 months: This position will be based in the Brockville/Smiths Falls office; however, will initially be working for Family and Childrens Services of Renfrew. The position will be seconded to Renfrew for the first twelve (12-18) months and returning to FCSLLG after that timeframe. There will be an onsite expectation to attend the office in Pembroke, Ontario on a bi-weekly and as required basis for the first 12 to 18 months.

Leading a dynamic organization

The Finance Manager must demonstrate strong leadership skills and the capacity to influence various stakeholders while acting in accordance with the highest professional standards of integrity and competence at all times.

The Finance Manager effectively guides and manages the delivery of all financial services in alignment with FCSLLG's vision, mission, values, and overall strategic direction. The Finance Manager reports to the Executive Director and serves as a leader for FCSLLG.

Key Qualifications and Leadership Competencies

- Accounting Designation: Chartered Professional Accountant (CPA) and a minimum of 5 (five) years financial experience at a senior level, similar role, and preferably in a mid-sized, multi-service social service agency.
- Experience in working in a unionized environment.
- A Master of Business Administration or Master of Public Administration would be an asset.
- Demonstrated leadership skills and ability to work constructively and effectively with all levels of staff.
- An effective, balanced, and collaborative leadership style that combines a capacity for strategic vision with technical experience in financial management.
- Adherence to strong ethical principles of financial management
- As a member of the Leadership Team and Senior Team, assist the Executive Director in achieving the goal of Excellence in Service and Operations by and through sound operational and strategic planning.
- Provide timely and insightful analysis of monthly/quarterly/annual results versus forecasts and identify and communicate key drivers of financial performance.
- Financial liaison with the Ministry of Children, Community and Social Services of the Ontario Government and other Agency Funders.
- Responsible for developing, monitoring, and adjusting the budget and finances of the Agency, including, but not limited to, budget management, financial administration, tax preparation, audit



management, treasury, and debt management of a \$18-20M annual budget including other funders.

- Extensive knowledge of the broader public service system for children and families and applicable legislation, including flexible funding resources.

Family and Children's Services of Lanark, Leeds and Grenville is committed to building a diverse workforce representative of the communities we serve, and strongly encourages applications from all qualified individuals, especially those who can provide perspectives and contribute to a further diversification of ideas. We welcome all interested individuals, particularly representatives from equity seeking communities, including:

- Members from Indigenous communities, including First Nations, Inuit, Métis and Indigenous communities
- Members of the Black community and other racialized groups
- Individuals who identify as LGBTQ2S+
- Varied religious or spiritual faith groups
- Individuals with visible and invisible disabilities
- Other members of equity deserving or marginalized communities

Please indicate in the application process should you identify as a member of the above-mentioned equity deserving groups.

Family and Children's Services of Lanark, Leeds and Grenville is committed to providing a barrier free workplace. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

To view a full job description please visit our careers page at www.fcsllg.ca

Applicants are invited to submit their resume and cover letter no later than April 6, 2023

Human Resources Department

Family & Children Services of Lanark, Leeds and Grenville

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Brockville, ON

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**We thank all applicants for their interest in this position,
however, only those selected for an interview will be contacted.**