

*Join a successful, growing, innovative market leader!*

## The Opportunity

Reporting to the President and CEO, the CFO is a key member of the Senior Management Team and will provide strategic value-based financial leadership to the organization to achieve its growth objectives. Working closely with internal and external partners, including the CEO and members of the senior leadership team, the CFO will lead the business through financial transformation including the development of a strong finance team, refining, and implementing robust systems and processes, and mitigating risk. The CFO will provide critical business and financial insight and oversight and participate in the development and execution of the long-term business strategy that supports the organization's continued growth, including potential M&A activity and related integration activity.

## Key Responsibilities Include:

- Demonstrate ethical leadership and business integrity and provide leadership for all responsible departments, focusing on continual improvement, change management, team development, coaching and succession planning.
- Responsible for the overall financial leadership of the organization: accounting, payroll, reporting, credit, IT & systems, insurance, capital investments, lending, & taxes.
- Balance short-term concerns and pressures, such as managing cash, liquidity, and profitability, with long term vision and sustainable organizational success.
- Fulfill stewardship responsibilities by ensuring effective compliance and control and responding to ever increasing regulatory developments, including financial reporting, capital requirement and corporate responsibility.
- Drive and manage financial change and operational efficiencies with All-Fab Group.
- Participate in the evaluation, due diligence, and execution of potential acquisitions.
- Accountable for all aspects of financial reporting and reviews for multiple operations.
- Contribute to negotiating, managing, and closing major financial agreements.
- Support the President and CEO in any assigned projects.

## Selection Criteria

- University degree in Finance or Accounting, and a CPA designation.
- Minimum of 15 years in a relevant field of which a minimum of 8 years was in a Senior Management Leadership role.
- Demonstrated experience supporting and enhancing financial strategies, including risk mitigation and management.,
- Strong organizational and leadership skills.
- Extensive knowledge of the principles and best practices in relevant industry preferred.
- Well experienced in managing credit facilities of over \$40M in aggregate
- Solid understanding of and well-experienced with various equity and debt instruments.
- Experience in assisting with the completion mergers & acquisitions.
- Experience in managing across multiple locations, divisions, or company subsidiaries.
- Experience with progressive continuous improvement practices.
- High level of strategic, critical, and logical thinking, analysis, and reasoning.
- Highly disciplined with the ability to deliver on a variety of commitments and deadlines.

**Project 40101: To apply or for additional information – [Alora@harrisleadership.com](mailto:Alora@harrisleadership.com)**

## About All-Fab

The All-Fab Group of Companies is a successful and fast-growing company, recognized as one of the leading construction industry suppliers within Western Canada.

From concept to delivery, All-Fab is home to an integrated team of skilled professionals trusted to complete high-performance structural components for residential, commercial, or agricultural projects. All-Fab ensures that structural components for roof systems, floor systems, wall systems, engineered beams, and small building packages offer an exceptional combination of quality and value.

The company has 8 locations supporting 14 business divisions in Manitoba, Saskatchewan, Alberta, BC, and Minnesota. The Group operates in three industry sectors: Building Component Manufacturing, Building Materials Supply and Building Construction Projects.

Working with contractors, regional dealers, residential and commercial builders, the All-Fab Group is committed to providing the best possible solutions to its customers, allowing them to "Build with Confidence".

All-Fab engages and develops exceptional people who support its reputation for consistently delivering excellent customer service in all that it does. The Company continually invests in people, process, equipment, and technology to ensure continued success in the building construction industry.