

### ABOUT DASCH:

DASCH is a compassionate, innovative organization dedicated to enhancing the lives of people with intellectual disabilities and fostering inclusivity within our communities. With a mission dedicated towards providing meaningful residential, vocational and leisure programs to persons with intellectual disabilities, DASCH provides a diverse range of person-tailored program and initiatives in a welcoming and supportive environment by fulfilling individual, physical, emotional, social, and educational needs.

### THE OPPORTUNITY:

Reporting to the CEO, the Director of Finance will function as a strategic business partner responsible for managing the financial actions of the organization and will enable short-term success and long-term sustainability of DASCH in identifying both risks and opportunities. This senior finance leader has the primary responsibility for the planning, implementation and execution of all financial activities including budgeting, forecasting and negotiations, including maintaining relations and compliance. The successful incumbent will be a positive operational and financial leader who will inspire change and achieve improvements with a passionate, collaborative, and engaged team. DASCH is seeking a proactive enabler of change with the ability to extend beyond systems excellence to include people dynamics, overall business advancement and an environment focused on excellence continuous improvement.

### KEY RESPONSIBILITIES:

- Provide day-to-day leadership and direction to the accounting team and strategic recommendations to the CEO.
- Manage long-term business and financial planning activities, identifying financial risks and opportunities.
- Responsible for the effective administration of all accounting functions and financial systems, providing financial advice and analysis, monitoring compliance with agreements, contracts, and all relevant policies and procedures.
- Prepare the annual operating budget, including projections, forecasts, analysis, and milestones, as well as the identification of relevant trends that will contribute to improvements for DASCH.
- Assist in the development, implementation, and maintenance of effective financial management systems, including internal controls, processes, policies, and systems to safeguard the financial and physical assets of the organization.
- Assess current financial software and lead the selection and implementation of a new ERP system.
- Contribute to an environment focused on problem-solving, accountability, change, mentorship, and service effectiveness.
- Oversee external auditors and participate in the preparation of Board materials and presentations.
- Assure legal and regulatory documents are filed and monitor compliance with laws and regulations.

### SELECTION CRITERIA:

- Post-secondary degree in Finance, Accounting, Economics, Business, or relevant discipline.
- Chartered Professional Accountant (CPA) in good standing or in progress.
- 7 years experience in finance and accounting and dedicated financial oversight, management, analysis, and reporting.
- Experienced financial leader with progressive management experience gained in the non-profit sector.
- Proven capacity to understand financial management systems and processes and provide practical solutions to ensure the organization continues to meet ever-changing community needs.
- Demonstrated knowledge in business planning, risk management and driving change.
- Innovative leader with well-developed strategic, critical thinking, analytical skills, and ability to ensure tactical strategies and operational improvements.
- Strong working knowledge of financial software and ERP systems.
- Exceptional planning, prioritization, and organizational execution skills, with the capacity to mobilize teams to ensure optimal performance and culture of problem-solving and collaboration.
- Excellent relationship-building and communication skills with high integrity and demonstrated ability to collaborate effectively with colleagues, community stakeholders, external partners, and the board.

*To apply to this opportunity, please send a resume and cover letter, quoting project #24129 to [jen@harrisleadership.com](mailto:jen@harrisleadership.com)*

*DASCH is committed to equity, diversity and inclusions and welcomes applications from all qualified individuals and encourages women, racialized persons, Indigenous persons, persons with disabilities, and 2SLGBTQ+ persons to confidentially self-identify at the time of application. As an equal opportunity employer, accommodations for people with disabilities will be made during the hiring process.*