



The Link
Youth and Family Supports

CHIEF FINANCIAL OFFICER
Opportunity

ABOUT THE LINK – YOUTH AND FAMILY SUPPORTS:

For more than 90 years, The Link (formally known as Macdonald Youth Services) has helped youth and families on a journey to healing, hope and better lives. The organization is dedicated to walking alongside children, youth, and families as an inclusive community, strengthening and empowering a sense of being, pride and purpose. With over 15 diverse programs, The Link has a community of caring staff that work together to provide support through a 24-hour crisis line, youth resource centres, emergency shelters, mobile crisis teams, specialized foster care, healing homes, job readiness supports and Skills4Life. With a strong foundation within the community, and a focus on connection, unity and compassion, the organization provides a vital *link* for youth and families in the province of Manitoba.

ABOUT THE OPPORTUNITY:

Reporting to the CEO, the CFO is responsible for a wide range of financial and administrative support services, including financial management, reporting, administration, information systems and technology to support the achievement of strategies in alignment with the mission and vision of the organization. As an integral part of the Executive Team, the CFO provides advice and assistance to the strategic planning process and operational annual plans of the organization.

The Link has embarked on a comprehensive transformational journey, with an emphasis on modernization, bringing significant modifications to organizational culture and operations, and highlighting best practices in the development of a high-performing team environment that celebrates diversity, equity, inclusion and contributes to reconciliation. The CFO will play an essential part in the oversight of transforming and enhancing financial, administrative, and digital operations and systems. Our client is seeking a proactive change leader with expertise in finance and systems thinking, the ability to foster a cohesive team environment, and a strategic and analytical eye for detail that extends beyond financial excellence.

KEY RESPONSIBILITIES:

- Act as the financial lead for the organization and in collaboration with the CEO identify and manage potential business risk, insurance requirements, asset management and the strategic planning process.
- Provide strategic management of the accounting, payroll, information technology and finance functions.
- Direct and prioritize operational planning including accounting policies, procedures, and internal controls ensuring accuracy and best practices.
- Oversee the advancement of the Modernization Project by simplifying financial functions and ensuring integrity of all financial information.
- Reinforce a collaborative, team-oriented approach including a positive, supportive, coaching leadership style.
- Hire, train, develop and retain skilled accounting, payroll, financial and IT staff.
- Lead the annual budgeting process and monthly reporting.
- Manage and enhance financial systems and implement upgrades.
- Responsible for operational cash flow, short-and-long-term financing, and supervision of the investment of funds.
- Anticipate financial implications to revenue streams as services continue to evolve for the overall organization.

SELECTION CRITERIA:

- Canadian Chartered Professional Accountant (CPA) designation required.
- Bachelor's Degree in Business Administration or related discipline. MBA or MPA an asset.
- Progressively senior leadership experience typically associated with 10 years + experience in accounting or finance, including 5 years + in a financial leadership role.
- Experience working in a non-profit setting, including working with or on a Board of Directors.
- Previous experience in public accounting and unionized environment desirable.
- Excellent project management and change management skills, with the ability to transition to new processes and foster a knowledge-sharing collaborative environment between multiple departments.
- Ability to balance and prioritize several priorities while maintaining a keen sense of accuracy and attention to detail.
- Demonstrated ability to develop effective relationships with various internal and external stakeholders.
- Strategic, growth-minded, and innovative long-term thinker, with the ability to anticipate needs and negotiate solutions.
- Familiarity with the Manitoba Child & Family Services Act and Truth and Reconciliation Calls to Action.

To apply to this opportunity, please send an updated resume and cover letter to Jen Sklar quoting project #40126 to jen@harrisleadership.com