

## Chief Financial Officer (CFO)

M. Sullivan & Son Limited (Sullivan), headquartered in Arnprior, Ontario, is one of Canada's oldest family-owned construction companies. For more than 100 years we've built a sterling reputation for completing projects on-time and on-budget for clients in the industrial, commercial, institutional and public sectors.

With an increasing portfolio of projects and to address the retirement of the current CFO, Sullivan needs to add to its team of quality employees. We are currently looking for a **Chief Financial Officer (CFO)** to lead our Finance team. Sullivan provides a dynamic work environment and offers a competitive salary and benefit package.

### Your New Role

As a key member of the Senior Management Team (SMT) and reporting directly to the Chief Executive Officer (CEO), the successful Chief Financial Officer (CFO) will oversee financial management, including analysis, planning, reporting, treasury function and enterprise risk management.

### Your Duties

While the CFO is responsible for a multitude of duties, the main functions include:

- Work alongside the CEO, Board of Directors and Senior Management team to counsel and provide strategic business solutions to lead the financial direction of Sullivan
- Analyze risks and opportunities and recommends business and financial strategies and actions
- Provide strategic leadership to encompass financial operations, reporting, procurement, risk management, insurance, audit
- Liaison with external professionals in banking, insurance, surety and law.
- Preparation of year-end financial statements and tax returns and leading the audit in this regard
- Participate in the review of contracts for general risk assessment and for insurance and bonding requirements
- Responsible for the financial aspects of annual strategic and business planning, ensuring alignment with overall objectives
- Ensure compliance with agreements, legislation, government policies, internal and external reporting requirements, and corporate filings with regulators
- Oversee adequacy of internal controls and, based on experience, expertise and knowledge of industry leading practices and trends, implement process improvement aimed at effectiveness and efficiency
- Take lead on all legal and insurance issues for the company
- Provide leadership and coaching to management staff; maintain effective performance management routines, including aligned training and development with corporate strategy
- Collaborate, maintain and manage strong working relationships with senior leaders across Sullivan to develop the organization's longer term financial and strategic budgets and forecasts, including communicating with and gaining buy in from external stakeholders

### Your Skills

- Ability to lead and support the performance of a team towards achieving excellent results; creates a high-performance culture and inspires commitment and engagement
- Strong team player skills and the ability to work harmoniously with a diverse workforce
- Effective talent development skills that ensure employees have the right skills to meet the strategic challenges of the organization, promoting individual growth and organizational renewal

- Use of critical judgement to make decisions and solve problems involving varied levels of complexity, ambiguity and risk
- Strong analytical thinking to interpret, link and analyze information and situations by breaking them down into component parts and identifying patterns, connections and underlying issues
- Ability to ensure effective, efficient and sustainable use of resources and assets (financial, human, physical and information resources)
- Ability to identify and deal with situations and issues proactively and persistently, seizing opportunities that arise
- Creativity and innovation to generate ideas and approaches by challenging conventional methodologies

### What You'll Need to Succeed

- Chartered Professional Accountant (CPA) designation required
- Bachelor's or master's degree in Accounting, Finance or Business, or equivalent experience
- 10+ years of recent, relevant and progressive financial management experience, including financial performance measures, internal controls, project/cost accounting, asset management and audit
- Demonstrated experience leading people with a proven ability to inspire, lead by example, and communicate clear roles and expectations
- Effective stakeholder communication skills
- Experience in the private sector or in a highly related industry (e.g., construction services)
- Proven experience collaborating with senior management and Board of Directors
- Experience with Jonas Enterprise Service and Construction Software or other construction accounting software an asset

Sullivan is an equal opportunity employer and encourages applications from people with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process. Please note your accommodation requirements in your cover letter.

*Please send your cover letter and resume by email or fax to:*

#### **Human Resources**

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Only candidates who have been selected for an interview will be contacted.

***"Construction excellence since 1914"***

