

*The Home Construction Regulatory Authority (HCRA) is a private not-for-profit corporation that if designated by the Government of Ontario, will be the regulatory authority responsible for licensing of Ontario's new home builders and vendors. HCRA intends to foster improved home quality and homebuyer confidence in the home building industry through modernized licensing standards, education and compliance, providing increased consumer protection through enhanced regulatory measures. To learn more about HCRA please visit [www.hcraontario.ca](http://www.hcraontario.ca).*

## **Manager, Finance**

HCRA is seeking an experienced financial services professional with a track record of service-focused operational leadership to fill the role of **Manager, Finance**. Reporting to the Director, Corporate Services you will lead the finance function of HCRA, with responsibility to oversee the operational delivery of the financial framework (accounting and controllership), establish financial policies and processes and provide direction in the provision of financial services, including payroll, purchasing and procurement. Other responsibilities will include:

- operationalizing the policies and processes for business planning, financial and fees modelling, and accounting and controllership, including the management and coordination of reporting, budgeting and forecasting processes;
- supporting senior leadership in the assessment of the financial needs of the organization and implementing relevant financial planning, budgeting and analysis and related reporting metrics in service of those needs; and,
- developing the enterprise risk-management framework and related processes.

*Successful candidates will demonstrate the following:*

- ✓ A minimum of six years of progressive experience in finance or accounting. Experience leading a team is an asset.
- ✓ Completion of a university degree in finance, accounting, economics, business administration or a related field (or a combination of equivalent education, training and experience); a CPA designation is a requirement
- ✓ Strong technical financial expertise to manage the development and implementation of the HCRA's accounting and controllership systems and infrastructure, with an understanding of critical success factors to support practical implementation of strategic financial initiatives
- ✓ Thorough understanding of financial policies to resolve financial issues and an appreciation for the relationship between an organization's fiscal behaviour and consumer concerns
- ✓ Demonstrated knowledge of legislation, regulations and compliance standards relating to financial services, along with accounting, controllership and financial reporting skills to protect the organization from potential complications
- ✓ Familiarity with enterprise risk management best practices
- ✓ Transformational leadership to create a high-performance culture
- ✓ Change management abilities to create a positive, inclusive and productive work environment
- ✓ Political acuity to recognize and respond in a timely manner to policy and stakeholder issues which may have an impact for the organization
- ✓ Effective facilitation, negotiation and conflict resolution skills to develop and build consensus
- ✓ Demonstrated proficiency in developing successful relationships with internal and external stakeholders

- ✓ Strong influencing, communication, and vision-setting abilities to support development of HCRA's strategic and business plans

#### How to Apply

To apply, please forward your resume and cover letter to HR Associates (our recruitment partner) at [mf@hrassociates.ca](mailto:mf@hrassociates.ca) by October 5, 2020. If you have questions, please contact Diana Pisignani at 416-237-1500 x238. For more information about HCRA or to view other career opportunities, please visit [www.hcraontario.ca](http://www.hcraontario.ca).

HCRA will offer a competitive compensation package including benefits and a defined contribution pension plan.

We thank all external applicants for their interest, however, only those selected for further consideration will be contacted. Accommodation, if required, will be provided throughout the hiring process in accordance with the Human Rights Code.

HCRA IS AN INCLUSIVE EMPLOYER.

