EMPLOYMENT OPPORTUNITY

Financial Controller

No. 2026-ACCT-02
Internal/External

Who we are:	***First Nations Finance Authority (FNFA) is consistently recognized as one of British Columbia's Top Employers*** FNFA is the only First Nation-led organization in the world leveraging private capital for a pooled-borrowing model of Nations to finance projects that build strong, healthy, and prosperous communities for generations to come. We are a First Nations-led non-profit, financial services corporation mandated under the *First Nations Fiscal Management Act* (2005) providing affordable financing, investment management, and capital advisory services to First Nations communities in Canada. FNFA does not rely on federal government funding and is self-sufficient. From clean energy projects to schools for our children and housing for our Elders, priorities being undertaken by FNFA's First Nation members, are creating good jobs while contributing to Canada's economy. Learn more: www.fnfa.ca.
Job Summary:	The Financial Controller leads and oversees FNFA's accounting operations, daily financial recording, financial reporting cycle, internal controls, leads the accounting team and measures their performance. The Financial Controller provides oversight and direction to ensure accurate, timely, regulatory compliance, and well-controlled financial operations and reporting. The position is responsible for administration of cash management, credit facility, and funding arrangements. At times, this position is required to travel.
Primary Job Responsibilities:	**Accounting Operations & Cash Management** 1. Directs day-to-day accounting operations to ensure entries, transaction processing, and accounting activities are accurate, timely, consistent, and aligned with internal controls and accounting standards. 2. Oversees the financial system and general ledger framework to maintain system integrity, appropriate access and posting controls, effective workflows, and reliable financial information. 3. Approves accounting treatment and reviews inputs, reconciliations, and other information prepared by accounting and finance staff. 4. Ensures accounting is done in compliance with process, policy, and relevant accounting standards. 5. Oversees cash management, monitoring, ensure accuracy of reconciliations, and enforcing associated controls. **Financial Reporting** 6. Reviews and submits to CFO financial statements, management reports, and other reporting and analysis ensuring accuracy, completeness, and timely delivery. 7. Leads month-end, quarter-end, and year-end close processes by reviewing key deliverables, resolving issues, and ensuring audit-ready financial records. 8. Leads annual operating and funding budget processes and reviews

	budget-to-actual results, variance analysis, and performance metrics for management reporting and decision-making. 9. Reviews cash flow reporting, funding expectations, actual results, and material variances to ensure appropriate analysis, management reporting, and escalation. 10. Approves monthly, quarterly, and annual reporting to external parties, including banking syndicate, trust company, Canada, credit rating agencies, auditors, and other stakeholders. 11. Manages the year-end process and preparation of year-end working papers and financial statements as well as providing assistance to the auditors. **Compliance & Controls** 12. Designs and enforces internal financial controls to identify gaps, strengthen safeguards, and ensure control practices are documented and followed. 13. Sets the direction for accounting policies, procedures, monitoring practices, documentation standards, systems, and operating practices, ensuring required updates are implemented by the appropriate staff. 14. Monitors compliance with statutory, regulatory, policy, reporting, privacy, and records requirements to ensure accounting processes support FNFA's obligations. 15. Oversees tax filing processes, including GST, income tax, and other required filings, ensuring preparatory work and supporting documentation are complete, accurate, retained, and reviewed. 16. Keeps informed of legislative and regulatory changes including accounting and auditing standards, tax, and other relevant changes that could affect the organization. **Team Leadership** 17. Leads and supervises the accounting team by setting expectations, reviewing key outputs, supporting accountability, and promoting cross-training, knowledge transfer, and continuity. 18. Recommends finance system enhancements, service provider reviews, process improvements, and finance-related projects to improve efficiency, reporting quality, control design, and organizational effectiveness. 19. Participates in IT system enhancement and creation to make department-related processes, reporting and recording more efficient and reduce likelihood of errors. 20. Performs other ad-hoc accounting, finance, and administrative duties as required. 21. Assists management on various projects as required.
Who Can Apply:*	The ideal candidate will have: • University degree in commerce, business, or accounting. • CPA designation. • 5+ years combined experience in accounting and supervisory experience. • Experience in financial services, including accounting for financial instruments, investments, debt, loans, or other complex financial transactions, is strongly preferred. • Strong knowledge of Canadian accounting standards and their application to financial services activities and financial instruments.

	• The Certified Aboriginal Financial Manager (CAFM) designation is considered an asset. • Significant knowledge and understanding of current and acceptable finance and accounting practices and procedures. • Demonstrated superior attention to detail and accuracy. • Experience working with or supporting First Nations governments, Indigenous organizations, or community-based financial reporting environments is considered an asset. • Excellent interpersonal skills, project leadership, teamwork and judgement. • Diplomacy, tact and decision-making ability. • Demonstrated planning and organizational skills. • Demonstrated ability to multi-task and set priorities to ensure timely completion of work within established deadlines. • Strong computer skills including Excel.
Starting Compensation:	**$122,000 - $152,500** (dependent on qualifications and experience)
Benefits:	• Work/life balance – our workdays are typically 8:00 am to 4:00 pm, weekdays • Retirement contributions of 6% • 100% Employer paid extended health benefits • Generous paid time off • Employee wellness programs • Career development (FNFA believes in mentorship and professional development)
Location:	The successful candidate will work in the Westbank offices.
Duration:	Full-time position
Application process:	Please email your resume and cover letter with three work-related references of immediate supervisors to: careers@fnfa.ca We thank all applicants for their interest, however, only those candidates selected for interviews will be contacted. FNFA may cancel, postpone, or revise employment opportunities at any time. This is a new position. *Qualified persons of Indigenous ancestry will be given preference in accordance with Section 16.1 of the Canadian Human Rights Act and Section 41.1 of the B.C. Human Rights Code; therefore, please self-identify in your cover letter.
Application Deadline:	**Open until filled.** *FNFA does not use artificial intelligence (AI) tools or agents to screen, assess or select applicants.*