



Job Title: Director of Finance

Industry: Civil Construction and Aggregates

Reporting to: COO

Location: London and Warwick, Ontario

Salary: Competitive Salary, great benefits package, including performance bonus

About Us

Van Bree Enterprises and the Van Bree Family have been at the forefront of shaping communities and farms throughout Southwestern Ontario for 58 years. Our commitment to excellence, innovation, and sustainability has made us a trusted partner in the industry. The business has grown to include multiple divisions such as Van Bree Drainage & Bulldozing Ltd., V.B. Sand & Gravel Ltd, CH Excavating, Choice Inc., and Klondyke Developments. Van Bree Enterprises prides itself in offering a full range of services and treating every project with excellence, no matter the size.

Our Culture

We are a tight knit team who value and appreciate one another and the skills and expertise we each bring to the table. We like to work smart, have some fun, get work done quickly but collaboratively, and within set timeframes. We like to be trusted for our individual contribution to the team and have good working relationships with our colleagues, clients, vendors and partners. We also believe in taking care of our people, and offering benefits that ensure them overall health and wellness.

Job Summary

We are seeking a participative and self-motivated Director of Finance who values a finance team that is versatile, responsive, and integrated with other departments & business units within the company. The Director of Finance has a critical role in business whose main responsibilities will span strategic initiatives and oversee functions within the Finance & Accounting Team.

The successful candidate will work closely with the COO, the CEO, and the executive team to gain a deep understanding of the business to support strategic decision making

Core Responsibilities

Strategic Initiatives

- Protect & grow the assets of the company.
- Financial Leadership – aligning the business and finance strategies. Plan, report & analyze all financial affairs & interactions of the companies.
- Financing Strategies – Guide & recommend investments and debt strategies.
- Change Management – Continuously seek business improvement initiatives, cost management, procurement, pricing, and other process improvements.
- Economic Guidance – Identify risk and opportunities throughout the business landscape.

Functional Initiatives

Financial Planning & Analysis

- Prepare & monitor the annual operating plan in accordance with the strategic plan.
- Oversee departmental budgets, rolling forecasts (MRF), operating analysis, cashflow planning & analysis and debt service management planning.
- Establish profitability standards and financial goals for the companies with COO.
- Provide narrative on variance analysis to identify deviations between actual performance and budgeted/forecasted figures.
- Provide insightful financial analysis to support strategic initiatives, cost management efforts, and process improvements.

Cost Control & Management

- Monitor project costs, including direct labour, operator, equipment costs, materials, and other operational expenses.
- Review operational performance on an ongoing basis with Project Managers, Managers and Business Units to ensure steady profit performance.
- Identify areas for cost improvement and operational efficiency improvements while maintaining quality and employee safety.
- Analyze working capital requirements and provide solutions to ensure business needs and commitments are met.

Financial Reporting

- Present accurate and timely monthly, quarterly and annual financial reports related to Standard Financial Statements, Job Performance, Cost Analysis including Cost-to-Complete & Work on Hand, and key performance indicators (KPIs).
- Ensure compliance with accounting principles, regulatory requirements, and company policies.

Process Improvement:

- Work closely with cross-functional teams to identify opportunities for process optimization, automation, innovation and standardization.
- Implement best practices to enhance efficiency and effectiveness in construction and aggregate operations.

Internal Controls and Compliance:

- Establish and maintain strong internal controls over financial processes.
- Ensure compliance with financial and operational policies, procedures, and regulations.
- Manage the four types of financial risk: market risk, liquidity risk, credit risk and operational risk.

Collaboration and Communication:

- Ensure timely, efficient and effective leadership to the Finance Team (Assistant Controller, AP, AR, Payroll, General Accounting) with established knowledge of all key functionalities.
- Support department leaders in establishing budgets, controlling costs and identifying and reporting variances to ensure compliance with the corporate plan.
- Collaborate with all stakeholders internal (department leaders) and external (banking institutions, leasing companies, suppliers & customers), to provide financial insights and support decision-making.
- Communicate financial performance, trends, and recommendations to senior management in a clear and concise manner.
- Oversee and lead all financial aspects and impacts of the business.
- Work with leadership team to develop and communicate clear policy framework that exceeds legislative compliance.
- Be an active participant in strategic and operation planning.

Requirements for Success in this Role

- 8+ years experience in: Construction, Project Management, Manufacturing.
- Knowledge of Economics
- Strong Mentorship & Coaching Experience.
- Exceptional Communication Skills.
- Demonstrated and Proven Brilliance in variance analysis.
- Entrepreneurial mindset with a willingness to jump in when needed.
- Ability to work in a fluid and dynamic environment independently and as part of a team, with a proactive and results oriented approach.
- Willingness to challenge the status quo and bring abstract thinking to daily work.
- Excellent human capital management skills.
- Hire, train and performance manage financial team members with succession planning in mind.
- Strong analytical and problem-solving skills.

Work Demands**Travel:**

Ability to travel as required to meet company needs. Travel is generally contained between Van Bree locations. Some travel for conferences, training or events will be required.

Application Process: All applications must be directed to Brenda Smith, brenda.smith@vanbree.ca, no later than August 23, 2024. Please include a resume and cover letter highlighting how your background and experience connects value with this job role.

Van Bree Enterprises is an equal opportunity employer, and we encourage applications from all qualified individuals. We are committed to providing a diverse and inclusive work environment where every employee feels valued and respected. Van Bree Enterprises will provide reasonable accommodation for any applicant, as requested during the hiring process.