



Keewatinohk Inniniw Minoayawin Inc.

Yathe Hotśj Dene 7 Edenakane[nj] | Northern Peoples' Wellness

Employment Opportunity **Vice President, Finance** Keewatinohk Inniniw Minoayawin Based in Winnipeg, MB Full Time

The KIM team invites applicants to apply for an exciting opportunity to lead our Finance Department as the Vice President, Finance. Under the direction of the CEO and CSO, and working closely with senior program leads, the Vice President, Finance leads the financial planning, financial reporting, accounting, performance, and business planning for Keewatinohk Inniniw Minoayawin Inc. (KIM). This includes direct responsibility for accounting, finance, job costing, and preparation of forecasts and financial statements.

Within the context of First Nations program funding and reporting requirements, the Vice President, Finance is responsible to oversee the preparation of annual and multi-year budgets, including complete financial projections based on realistic scenarios and an in-depth understanding of the future environment and population health trends. The Vice President, Finance will provide strong financial management and leadership; develop operational business and financial plans based on service levels, volumes, and costs; while providing support and guidance for the development of relevant internal controls, processes, and financial policies.

The Vice President, Finance will:

- Identify current and future financial service needs and translate the overarching strategic directions of KIM to establish business plan frameworks for each portfolio area and review to ensure consistent alignment with KIM's strategic direction.
- Work with Finance staff to establish specific, understandable, and measurable: finance, procurement, and financial risk / security operational plans and targeted objectives.
- Guide communication processes for the Finance unit, establishing effective and efficient financial management practices and strategies that ensure an accurate, current understanding of the drivers behind costs, revenues and expenditures that focuses on long-term financial sustainability, based on strong forecasting practices.
- Develop and implement corrective action plans for performance variances against financial plans and budget/cash-flow projections while guiding the development of current and accurate budgets, financial reports, analysis and projections.
- Develop the business case or change framework for new or expanded services or the decommissioning of outdated or ineffective services.
- Develop and approve organization-wide financial policies and procedures and ensure data and information are brought forward to inform the development of financial, procurement, security and risk management policies.
- Develop a comprehensive capital plan, based on priority capital equipment and capital project needs, review and approve capital plan adjustments for emerging capital needs and issues.
- Strengthen KIM's relationships through the typical interactions with financial counterparts with KIM's partners including other service delivery organizations, legislators, public servants, compliance and accreditation bodies, funders, vendors, and First Nation Communities.
- Provide financial advice and guidance, and present to the Board of Directors, and departments.
- Working collaboratively with HR, leads the recruitment and selection and performance management of all direct report Finance positions, and coach, support, mentor and problem-solve with direct reports.
- Supervise and mentor staff in the Finance department and foster an environment of continuous improvement and development of skills.
- Ensure accurate and organized financial records and control record keeping by the Finance department for KIM Inc.



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The successful candidate will possess the following qualifications:

- A recognized professional accounting designation (CPA – CA, CGA, or CMA).
- A degree in Finance, Accounting, Business Administration, or a related field; a Master's degree (e.g., MBA or MPA) is an asset.
- Several years of progressively senior financial management experience, including 5+ years in a senior leadership role.
- Experience leading strategic financial planning, forecasting, and operational budgeting in complex, multi-functional organizations.
- Proven track record in developing and implementing financial policies, business plans, and risk mitigation strategies.
- Knowledge and understanding of financial risk management, procurement best practices, and financial control frameworks.
- Demonstrated experience working with Boards, Funders, and government bodies on financial matters.
- Experience in financial relationship management with Indigenous communities or First Nation organizations is considered a strong asset.
- Experience managing capital projects and long-term capital planning.
- Ability to provide support and guidance for the development of relevant internal controls, processes and financial policies.
- Experience and proficiency working with enterprise resource planning systems and accounting software.
- Proficient computer skills including the use of Microsoft Office Suite, internet, and virtual meeting platforms.
- Strong written and verbal communication skills with the ability to present complex financial data to diverse audiences, including non-financial stakeholders.
- Ability to set priorities, handle multiple tasks, work independently and as part of a team.
- Knowledge of First Nations contexts (e.g., program funding, unique reporting requirements);
- Ability to speak one of the First Nations languages is desired.

The following are considered conditions of employment:

- Satisfactory criminal record checks will be required.
- Possess a valid class 5 driver's license.
- Must be able to travel within Manitoba and Canada by land, air, or over water.
- Employee must be eligible to work in Canada.

For more information or to join our growing team, please submit your resume and cover letter to Trenton Schreyer at trenton.schreyer@kiminoayawin.com

Applications will be accepted by email until **July 21, 2025 at 4:00pm.**

Established in January 2020, Keewatinohk Inniniw Minoayawin (KIM) is a northern First Nations-led aggregate health organization that will work to transform health and wellness services and improve health outcomes for First Nations people. We offer a competitive compensation and benefits structure, and opportunity for advancement.