

# CFO Opportunity












For over 30 years, Wasaya Airways has provided air transportation for passengers, private charter flights, and freighting requirements. Based in Thunder Bay, Ontario, Wasaya Airways LP is the largest provider of airline services in Northern Ontario, with 17 aircrafts. Wasaya's mandate is to operate a safe, reliable, cost-effective air transportation service while returning a profit to their First Nation owners, as well as lead the development of meaningful programs to educate and employ First Nation people in aviation.













## Role

The ideal candidate will have a "roll up your sleeves" attitude who understands the best practices and processes of a large successful organization and can apply those attributes in a complex and challenging business environment. You will wear multiple hats and focus on building a world class reporting environment with detailed and precise visibility into all areas of the business, including revenue and costing analyses and route efficiency. The CFO will also manage all banking, taxation, audit and related external relationships.

## Key Accountabilities

-  Develop and establish operational and financial objectives and conduct regular reviews of the organization's performance to ensure adherence with established KPI's;
-  Drive and manage change and innovation within the organization;
-  Participate in and actively contribute to the organization's corporate strategy and operational planning;
-  Implement stringent cash management policies, procedures and reports and monitor performance;
-  Approve monthly, yearly and ad hoc financial statements and reports provided to the leadership team;
-  Oversee the management and reporting of all revenues from the organization's group of companies;
-  Develop and monitor the annual operating and capital budgets, including forecasting revenues, expenses and capital expenditures and analyze variances;
-  Engage and communicate effectively with the board of directors, First Nation ownership communities, customers, suppliers, regulators and other internal and external stakeholders;
-  Lead, support, coach and encourage all staff; develop and maintain open communication and a shared teamwork approach to the completion of all assignments within the organization;

## Selection Criteria

-  Must hold a university degree in Finance or Accounting, and a CPA designation in good standing;
-  Demonstrated experience supporting and enhancing financial strategies;
-  Minimum 5+ years experience in a Senior Management Leadership role with a collaborative leadership style;
-  A robust understanding of the particular needs of public companies;
-  Experience functioning at both strategic and operational levels, with a proven track record of implementing structured processes and controls in a dynamic environment;
-  Ability to translate complex financial concepts into clear recommendations is key to this position;
-  Understanding of First Nation culture and Northern communities;
-  Experience working in a multi-faceted business supporting the reporting/analysis, risk management, regulatory compliance and systems development of a growing organization;
-  Able to deal with people sensitively, tactfully, diplomatically, and professionally at all times;
-  Able to effectively communicate both verbally and in writing;
-  Experience with aviation an asset;
-  Ability to communicate in Oji-Cree or Ojibway is an asset;

*Individuals who meet the Selection Criteria are encouraged to send a resume in confidence to [morgan@harrisleadership.com](mailto:morgan@harrisleadership.com) quoting project #19129.*