

Join our team!

Finance Manager

The Finance Manager is a key member of the organization's management team and is responsible for the leadership, oversight and effective functioning of the Finance Department. Reporting directly to the Chief Financial Officer (CFO), the Finance Manager provides financial leadership and expertise to support the organization's strategic priorities, fiscal sustainability, operational effectiveness and accountability.

The Finance Manager is responsible for the integrity of the organization's financial information and ensures that appropriate financial systems, controls, processes, policies and reporting structures are in place to support sound financial stewardship and informed decision-making.

The position provides financial leadership across multiple corporate entities, including Espanola General Hospital, Espanola and Area Family Health Team, Town of Espanola Non-Profit Housing Corporation and Espanola General Hospital Foundation, and works collaboratively with the CFO, senior leadership, managers, physicians, Board members and external stakeholders.

The Finance Manager serves as a trusted financial resource to leaders throughout the organization, translating financial information into meaningful analysis, identifying trends and risks, and providing recommendations that support effective resource allocation and long-term organizational sustainability.

The Espanola Regional Hospital and Health Centre is an equal opportunity employer committed to inclusive, barrier-free recruitment and selection processes. If contacted for an employment opportunity, please advise if you require accommodation.

Thank you for your interest. Only applicants who have been selected for an interview will be contacted.

Qualifications:

- Minimum five years of progressive accounting and financial management experience, including financial statement preparation and analysis in accordance with GAAP.
- Minimum three-year post-secondary diploma/degree in Accounting, Finance or a related discipline.
- Demonstrated experience providing leadership, supervision and direction to finance professionals.

- Strong knowledge of financial management, budgeting, forecasting, financial reporting, internal controls and risk management.
- Healthcare finance experience, particularly within a hospital environment, is strongly preferred.
- Knowledge of MIS standards, Ontario Hospital Reporting requirements and Ministry of Health financial reporting is an asset.
- Financial Accounting Designation (CPA) or working toward designation is preferred.
- Demonstrated ability to analyze complex financial information, identify trends and risks, and translate financial data into actionable recommendations.
- Strong business acumen and demonstrated ability to understand the relationship between financial performance, operational decisions and organizational strategy.
- Excellent leadership, communication, relationship-building and problem-solving skills.
- Demonstrated ability to manage competing priorities, exercise sound judgment and work effectively within a complex multi-entity environment.
- Advanced proficiency in Microsoft Excel and experience with financial information systems and reporting tools.
- Bilingualism in French and English is an asset but not required.

Key Accountabilities:

Financial Leadership & Stewardship

- Provide leadership and strategic oversight of the Finance Department, ensuring the effective delivery of financial services across all supported organizations.
- Act as a key financial advisor to the CFO, senior leadership and operational managers.
- Promote a culture of financial accountability, stewardship and continuous improvement throughout the organization.
- Support organizational leaders in understanding financial performance, financial risks and the implications of operational decisions.
- Identify emerging financial pressures, trends and opportunities and provide recommendations to the CFO.

Budgeting, Forecasting & Financial Planning

- Lead the development, coordination and administration of the annual operating budget in collaboration with the CFO and organizational leaders.

- Monitor financial performance against approved budgets and provide meaningful variance analysis, forecasting and recommendations.
- Support long-term financial planning and sustainability initiatives.
- Provide financial analysis to support capital planning, business cases, new initiatives and organizational investments.

Financial Reporting & Analysis

- Ensure the integrity, accuracy and timeliness of monthly, quarterly and annual financial reporting.
- Oversee the preparation and analysis of financial statements, management reports, forecasts and financial dashboards.
- Ensure financial and statistical information is complete, accurate and submitted within required legislative, regulatory and organizational timelines.
- Provide analysis and interpretation of financial results to support management and Board-level decision-making.
- Ensure compliance with applicable accounting standards, Ministry of Health requirements, MIS standards, Ontario Hospital Reporting requirements and other applicable reporting frameworks.

Governance, Risk & Internal Controls

- Establish, monitor and continuously improve financial controls, policies and procedures.
- Ensure appropriate safeguards are in place for organizational assets, financial records and information.
- Identify and assess financial and operational risks and recommend appropriate mitigation strategies.
- Ensure Finance policies and practices reflect current legislation, regulatory requirements and best practices.
- Support the CFO in maintaining strong financial governance and accountability across the organization.

- Coordinate and oversee external audits and support the implementation of audit recommendations.

People Leadership

- Provide effective leadership, direction, coaching and performance management to Finance Department employees.
- Establish clear expectations, accountabilities and performance standards within the Finance Department.
- Build team capability and ensure appropriate succession, cross-training and continuity of critical financial functions.
- Foster a collaborative, service-oriented and accountable Finance team.

Organizational Partnership & Continuous Improvement

- Develop strong working relationships with leaders across the organization and provide financial expertise to support operational and strategic initiatives.
- Identify opportunities to improve financial processes, systems, reporting and organizational efficiency.
- Lead or participate in financial improvement projects and organizational initiatives as assigned by the CFO.
- Support the effective implementation and utilization of financial systems, reporting tools and technology.
- Promote financial literacy and accountability among leaders and managers.
- Contribute to a culture of continuous improvement, innovation and responsible resource management.

Benefits:

This position offers a competitive compensation package including paid vacation and sick leave, health and dental benefits, life insurance and pension plan. Starting wage is \$53.746/hour to \$60.501/hour depending on experience.



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regional hospital
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To apply, please email your resume outlining your relevant experience to:

recruitment@esphosp.on.ca