



BROKENHEAD
Ojibway Nation
BAASKAANDIBEWIZIIBING

EMPLOYMENT OPPORTUNITY

Department/Unit: Finance	Position: Financial Controller	Employment Type: Full Time	Salary Range: DOQ
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Brokenhead Ojibway Nation (BON) is seeking a dynamic and community-minded Financial Controller to join our team. Reporting to the Chief Financial Officer (CFO), this role provides leadership in financial stewardship to support the Nation's priorities, programs, and long-term sustainability. The Financial Controller oversees financial operations, ensuring compliance with contribution agreements, funding requirements, and reporting to federal and provincial partners, while providing clear and timely financial information to support Chief and Council, leadership, and program decision-making.

PRIMARY DUTIES AND RESPONSIBILITIES

Financial Leadership & Oversight

- Lead day-to-day financial operations, including accounting, accounts payable/receivable, payroll oversight, and financial controls
- Ensure compliance with Canadian accounting standards (PSAB/GAAP as applicable) and all regulatory requirements
- Oversee and strengthen internal controls, policies, and financial procedures to support transparency and accountability
- Support long-term financial planning, sustainability, and risk management

Funding Agreements & Reporting

- Manage and monitor contribution agreements and funding arrangements
- Ensure timely, accurate, and compliant financial reporting to funding agencies
- Work closely with program managers to support budget tracking, eligible expenditures, and reporting requirements
- Assist in proposal development by providing financial input, costing, and projections

Budgeting & Financial Planning

- Lead the annual budgeting process in collaboration with departments and leadership
- Prepare forecasts, variance analysis, and financial reports for Chief and Council and senior management
- Provide clear and practical financial insights to support operational and strategic decisions

Audit & Compliance

- Act as the primary liaison with external auditors and coordinate annual audit processes
- Ensure readiness for audits, program reviews, and compliance reporting
- Address audit findings and implement improvements

Team Leadership & Capacity Building

- Lead, mentor, and support the finance team in a collaborative and respectful environment
- Build internal financial capacity across departments by supporting managers in understanding budgets and financial processes
- Promote a culture of accountability, continuous improvement, and service to the community

Systems & Process Improvement

- Enhance financial systems, reporting tools, and processes to improve efficiency and accuracy
- Support implementation of best practices in financial management within a First Nations context

QUALIFICATIONS AND SKILLS REQUIRED:

- Strong understanding and respect for First Nations governance, values, and community priorities
- Bachelor's degree in Accounting, Finance, or related field
- CPA designation (or near completion) is strongly preferred
- 5–10 years of progressive accounting experience, including leadership experience
- Experience working with First Nations, Indigenous organizations, or government-funded programs is a strong asset
- Solid understanding of:
 - Contribution agreements and funding models
 - Government reporting requirements
 - Canadian public sector accounting standards (PSAB) and/or GAAP
- Strong leadership, team development, and communication skills
- Ability to translate financial information into clear, practical insights for non-financial staff
- High level of integrity, professionalism, and accountability
- Must be willing to complete a pre-employment drug test

BON offers a competitive compensation package. Preference will be given to Indigenous people, applicants are encouraged to self-declare.

Application Deadline: March 30th, 2026 at 4:30pm

Please submit resume, cover letter and three (3) references, including recent or current employer to:

Human Resources Department
Brokenhead Ojibway Nation
Box 180
Scanterbury, MB R0E 1W0
hr@brokenheadojibwaynation.com
Fax: (204) 766-2021

We thank all who apply and advise only those selected for further consideration will be contacted.