



TREATY ONE NATIONS INC.

JOB POSTING

Finance Controller

ABOUT US

Formed in 2023, Treaty One Nations Inc. (T1N) represents the interests of the seven signatory First Nations of Treaty No. 1, originally signed on August 3, 1871, at Lower Fort Garry. T1N is committed to advancing areas of collective self-governance, cultural preservation, and community well-being for its Nations. T1N is Responsible for the governance and oversight of the development of the jointly held Treaty One Lands. The leadership of the seven First Nations of Treaty No. 1 forms the Governing Council of T1N.

POSITION SUMMARY

The Finance Controller supports the financial stewardship, accountability, and sustainability of Treaty One Nations Inc. (T1N) and its related entities. Reporting to the Executive Director, the position oversees accounting operations, financial reporting, budgeting, internal controls, audit readiness, funding compliance, cash management, and financial systems, ensuring accurate and timely financial information in accordance with applicable requirements.

As a member of management, the Finance Controller oversees the Finance Department and provides leadership, supervision, and mentorship to finance staff. Working with senior management across Treaty One entities, the Controller provides financial analysis and planning support, oversees financial services provided to subsidiary companies, and strengthens financial processes, controls, accountability, and organizational capacity.

KEY RESPONSIBILITIES

The Finance Controller independently manages and oversees the full accounting cycle and day-to-day financial operations of T1N, ensuring financial records are accurate, complete, and current. The position oversees accounting, payroll, reconciliations, financial reporting, budgeting,

forecasting and cash flow; promptly resolves financial discrepancies; and ensures month-end, audit, and reporting deadlines are consistently met.

Working with senior management, the Finance Controller supports financial planning and decision-making across Treaty One entities and oversees financial services provided to T1N's subsidiary companies. The position also leads and mentors the finance team, establishes effective workflows and accountability, and promotes consistent and efficient financial practices across the organization.

SKILLS & QUALIFICATIONS

Education and Credentials

- Post-secondary degree in accounting, finance, business administration, or a related discipline. A Chartered Professional Accountant (CPA) designation is strongly preferred. An equivalent combination of advanced education and significant senior-level financial management experience may be considered.

Experience

- Minimum of 5–7 years of progressive experience in accounting, financial management, or a related field, including at least 2 years in a senior finance, management, or Controller-level role.
- Demonstrated ability to independently manage the full accounting cycle, maintain accurate and current financial records, resolve discrepancies promptly, and consistently meet month-end, audit, and reporting deadlines.
- Demonstrated experience with financial reporting, budgeting and forecasting, audits, internal controls, regulatory and funding compliance, and financial systems.
- Previous experience supervising or leading finance staff is required.
- Experience working within First Nations, Indigenous, government, or not-for-profit environments is an asset.

Cultural Knowledge

- Strong understanding of Treaty One First Nations' culture, history, governance, and inherent

Treaty rights, with demonstrated sensitivity and respect for First Nations cultural protocols, values, and ways of working. Experience working with First Nations leadership, communities, or Indigenous organizations is an asset.

Professional Skills & Competencies

- Strong knowledge of applicable accounting principles, standards, and financial reporting requirements.
- Demonstrated expertise in financial reporting, budgeting, forecasting, financial analysis, reconciliations, and internal controls.
- Strong understanding of audit processes, regulatory requirements, and financial compliance.
- Proficiency with accounting software, ERP systems, and Microsoft Office Suite, with advanced proficiency in Excel.
- Strong analytical and problem-solving skills, with the ability to interpret complex financial information and translate it into actionable insights.
- High level of accuracy and attention to detail.
- Strong organizational and time-management skills, with the ability to manage competing priorities and deadlines.
- Strong leadership, supervisory, and team-development skills.
- Excellent written and verbal communication skills, with the ability to effectively present financial information to non-financial stakeholders.
- Demonstrated discretion and ability to manage confidential and sensitive financial information.
- Strong interpersonal and collaboration skills, with the ability to work effectively with senior management, department leads, staff, funders, auditors, and external partners.

CLOSING DATE FOR APPLICATION IS: August 28, 2026

Please submit a cover letter, resume, and three references to:

Blair Strong, Director of Operations

Treaty One Nations Inc.

103-1075 Portage Avenue

Winnipeg, Manitoba R3G 0R8

bstrong@treaty1.ca

Please self-identify as First Nations in your cover letter. Priority will be given to members of Treaty No. 1 Communities. We thank all who apply and advise that only those selected will be contacted for further consideration.