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OPPORTUNITY PROFILE VICE PRESIDENT, FINANCE

LOCATION: DELTA, BC

LONGO GROUP (IDEAL WELDERS LTD.)

the right people

LONGO GROUP (IDEAL WELDERS LTD.)

VICE PRESIDENT, FINANCE

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THE ORGANIZATION LONGO GROUP (IDEAL WELDERS LTD.)

Jim Longo is the founder and owner of Ideal Welders Ltd., based in Delta, BC. He started the company solo in 1960, working out of his father's garage, and over the last 56 years has steered it to become a leading industrial fabrication business in Western Canada. Under his leadership, Ideal Welders grew to 160+ employees, operating in over 200,000 sq ft of facility space on Annacis Island. Ideal Welders is currently the premier pressure vessel and power piping fabrication company in BC. In addition, they are among the largest in Western Canada with multiple fabrication facilities. Jim emphasizes quality, safety, and community, maintaining a robust apprenticeship program and fostering strong local partnerships. Whether it's structural steel or pipe fabrication, pipeline welding, or intricate alloy welding, Ideal Welders has the expertise and versatility to handle projects of all sizes and complexities, delivering results that exceed expectations.

Fueled by the years of success at Ideal Welders, Jim Longo has compiled an impressive portfolio of real estate investments and properties, managed within an entity called Longo Development Corporation (LDC). LDC has over 50 tenants at over 16+ commercial/light industrial properties, including properties that are currently being developed. Not surprisingly, Ideal Welders is currently the largest tenant of LDC.

In addition to Ideal Welders and LDC, Jim also has a holding company that contains a variety of other investments and business interests. Longo Group is the term used to refer to all the various business interests connected to Jim Longo. Longo Group is governed by an Advisory Council comprised of current and former executives in the businesses as well as external members from the business community.



THE OPPORTUNITY VICE PRESIDENT, FINANCE

As a key member of the Leadership Team, the Vice President, Finance will play a pivotal role in the development and execution of the organization's strategic plans, including sales, growth, expense, and profit objectives. Reporting directly to the CFO, the VP, Finance will interact with other senior leaders to build on our strong values and culture, and support the organization in achieving new levels of customer service, staff development, and operational excellence. The VP, Finance will oversee all financial aspects of the organization, ensuring alignment with the company's goals and growth objectives.

Primary Responsibilities

Finance:

- Develop and execute financial strategies that align with the company's goals and growth objectives.
- Oversee financial planning, budgeting, and forecasting to ensure financial stability and profitability.
- Manage cash flow and financial risk, and recommend investment strategies to optimize business operations.
- Provide financial reporting and analysis to the executive team to support strategic decision-making.
- Ensure compliance with all financial regulations, tax laws, and applicable accounting standards.
- Lead and mentor the finance team, fostering a high-accountability and high-performance culture in alignment with the company's corporate values.
- Evaluate and improve financial processes, systems, and controls to enhance efficiency and accuracy.
- Work closely with department heads to drive cost management and operational efficiencies.
- Build and maintain strong relationships with financial institutions, and key stakeholders.
- Foster a positive, collaborative, and productive team environment.



Real Estate:

- Develop the overall plans and objectives for the real estate portfolio.
- Implement and oversee strategic plans for real estate acquisitions and development.
- Oversee property management, leasing, and general operations.
- Conduct market research to identify trends and opportunities.
- Analyze financial performance, including revenue, expenses, occupancy rates, and other key metrics.
- Evaluate potential real estate investments and acquisitions.

THE PERSON

Education & Experience

- A professional accounting designation (CPA or equal) required
- College diploma or university degree in business or a suitable combination of education, experience, or other relevant training. MBA an asset
- Manufacturing, real estate, and/or investment industry experience is beneficial
- IT experience is an asset
- Experience in financial analysis of investments is an asset.

Knowledge, Skills, and Attributes for this Role

- Strong technical accounting and finance skills
- Exemplary leadership abilities and people management skills
- Demonstrated ability to think strategically with a solutions-focus and practical approach to execution,
- Analytical with a strong attention to detail
- Advanced computer skills (especially advanced MS Excel skills & ERP)
- Highly organized with the ability to prioritize tasks to ensure work is completed within set timelines
- Ability to maintain strict confidentiality.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Stakeholder Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps stakeholder interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive salary in range above \$200,000 and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

Nick Lay or Greg Longster

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