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OPPORTUNITY PROFILE

Vice President, Finance



About Al-Terra

Al-Terra is an Alberta-based engineering, landscape architecture, and geomatics firm that specializes in getting people where they need to go and creating places where they want to be. Our 140 staff provide comprehensive engineering and consulting services to a diverse range of clients, including municipalities, government agencies and private developers. Since 1976, we have provided highly trained, engaged staff who act as trusted partners in our clients' projects while cultivating strong relationships with the people and communities we serve.

Our Vision

Highly trained and engaged staff acting as trusted partners in our clients' projects, creating strong relationships with people, communities, and the land.

Our Mission

Getting people where they need to go. Creating places where they want to be.

Our Values

Our core values at Al-Terra are central to our decision-making process, and we strive to put them into practice daily.

- We build on what has made us great.
- We cultivate exceptional professionals.
- We are authentic, we are intentional, we are fun.
- We provide superior service to build clients for life.
- We are compassionate citizens of our community.

To learn more about Al-Terra, visit al-terra.com



The Opportunity

The Vice President, Finance is a senior executive leader responsible for providing enterprise-level financial strategy, insight, and stewardship to support the firm's long-term growth and sustainability. Reporting to the CEO and serving as a core member of the Executive Team, this role partners closely with the CEO and business leaders to translate corporate strategy into financial plans, scenarios, and performance insights.

The VP, Finance moves the finance function beyond reporting and control to forward-looking analysis, capital allocation, and risk management. This role ensures the firm's financial systems, processes, and team capabilities scale effectively as the organization grows, while maintaining strong governance and compliance. The position plays a critical role in enterprise decision-making, enabling informed trade-offs across business lines and strategic initiatives.

Key Roles & Responsibilities

- Set the corporate financial strategy, including long-range forecasts, financial analysis, scenario planning, and modelling to support enterprise goals and key strategic decisions.
- Establish the annual operating plan and financial targets in collaboration with the executive team.
- Lead capital allocation planning, including evaluation of acquisition opportunities, organic growth investments, and other strategic initiatives; support M&A activities from due diligence through financial integration.
- Design and establish corporate financial policies, including project pricing policies, to optimize profitability and market competitiveness.

- Define the finance organization structure and lead hiring, development, and succession planning to build a high-performing finance team.
- Lead, coach, and develop the finance team, with a direct responsibility for mentoring the Finance Manager(s).
- Hold full accountability for monitoring and managing the financial health of the organization, translating complex data into clear performance insights for the executive team.
- Oversee all accounting operations, including AP/AR, general ledger management, and the month-end close process.
- Assess, select, and implement financial and project management systems and technologies to strengthen reporting, operational visibility, and scalability as the firm grows.
- Manage cash flow operations, with a focus on collections, WIP (Work in Progress), and optimizing professional services financial drivers (e.g., utilization, margins).
- Ensure the accuracy and efficiency of all payroll operations.
- Generate timely and insightful financial reporting for Lines of Business (LOBs) and the enterprise.
- Manage the firm's financial risk, including oversight of contracts, insurance, and credit policies.
- Manage strategic banking relationships and lead key financial discussions.
- Share responsibility for managing shareholder relations and communications.
- Oversee the company valuation process and support dividend planning and distribution under the Employee Share Ownership Plan (ESOP), including financial analysis and reporting to the Board.
- Implement and oversee the execution of all financial policies across the organization.
- Oversee organizational financial acumen training and development.
- Foster a culture of accountability and continuous improvement within the finance function.



The Person

Qualifications & Education Requirements

The ideal candidate will hold a bachelor's degree in finance, accounting, business administration, or a related discipline, although a combination of relevant education and extensive experience may also be considered. A CPA designation is mandatory for this role, while additional credentials such as a CFA or MBA are viewed as strong assets.

Candidates should bring a minimum of ten years of progressive financial leadership experience, including time spent in senior-level positions. Experience working within professional services, engineering, architecture, or consulting environments is highly valued. The role also requires a proven ability to partner effectively with executive leadership on strategy development and organizational decision-making.

Applicants must be able to pass a background check and demonstrate expertise in enterprise financial strategy and capital allocation. Strong financial acumen and advanced business modelling capabilities are essential, as is experience leading finance transformation initiatives and successfully implementing or upgrading financial systems and processes to support growth within professional services or consulting environments.

Success in this position requires the ability to operate effectively in a dynamic, evolving organization and to communicate complex financial matters clearly to non-financial leaders.

Knowledge, Skills & Attributes

Enterprise & Culture Leadership: Demonstrates the ability to lead with an enterprise-wide perspective, aligning financial and operational decision-making with organizational purpose, values, and culture. Models ethical leadership, fosters trust, and contributes to a healthy, high-performing organizational culture that supports long-term sustainability.

Financial Strategy Mindset: Brings a strategic approach to financial leadership, integrating financial planning, analysis, and forecasting with broader organizational objectives. Applies sound business judgment to support informed decision-making, resource allocation, and long-term financial sustainability.

Cross-Functional Collaboration: Builds effective partnerships across functions and disciplines, working collaboratively with senior leaders and teams to advance shared priorities. Communicates clearly and constructively, ensuring financial insights are understood and applied across the organization.

Decisive Judgement: Demonstrates strong analytical and critical thinking skills, with the ability to assess complex information, weigh risks and opportunities, and make timely, well-reasoned decisions. Exercises sound judgment under pressure while maintaining accountability and transparency.

Change Leadership: Leads and supports organizational change by anticipating impacts, addressing resistance, and guiding teams through periods of transition. Applies structured change management practices to enable adoption, maintain momentum, and achieve intended outcomes.

Financial Governance & Risk: Ensures robust financial governance, internal controls, and risk management practices are in place and consistently applied. Maintains compliance with applicable legislation, policies, and standards while proactively identifying and mitigating financial and enterprise risks.

People Management: Provides clear leadership to the finance team through effective performance management, coaching, and development. Builds a strong, accountable team with the capabilities and bench strength required to support the organization's financial operations.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

The company operates a defined Employee Share Ownership Plan (ESOP), with the opportunity for ownership participation after a minimum of two years, subject to Board approval.



Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Ardyce Kouri or Olesia Linkevych** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

www.leadersinternational.com