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DOWN TO EARTH BUSINESS

OPPORTUNITY PROFILE
Vice President, Finance



About Di-Corp



A Leading Drilling Supply Company With Global Reach

Since 1960, Di-Corp has served the mining, energy, and infrastructure industries as a recognized drilling equipment company, producing and distributing:

- Fluids
- Equipment
- Parts
- Accessories

Di-Corp proudly markets a comprehensive line of [Drillers Edge](#) Coring Rods, [Core Retrieval](#) Systems, and advanced [Diamond Tooling](#) designed for diamond core drilling worldwide. We also manufacture and distribute high-quality [Earth Pro](#) drilling fluids and additives for the mineral exploration, construction, and energy industries.

To learn more, visit: www.di-corp.com



The Opportunity

The Vice President, Finance is a senior operating executive accountable for the financial stewardship, reporting integrity, and overall financial health of Di-Corp. Reporting directly to the President, this role serves as the primary financial advisor and strategic partner to the executive leadership team. The Vice President, Finance provides leadership across all aspects of financial management, delivers clear insight into business performance, and establishes disciplined reporting practices to ensure a consistent and reliable “single source of truth” for financial information across the organization.

Key Roles & Responsibilities

Financial Control, Reporting & Data Integrity

- Strengthen financial governance and control by establishing clear, scalable systems, policies, and reporting disciplines, ensuring a reliable and consistent “single source of truth” across all financial data.
- Lead the annual budgeting cycle and implement a disciplined rolling forecast process (monthly or quarterly) to provide the President and leadership team with forward visibility on revenue performance, cost structure, and liquidity position.
- Deliver accurate, timely, and decision-focused financial reporting, including executive dashboards, divisional performance analysis, and key performance indicators aligned with the needs of private company leadership and board stakeholders.
- Provide oversight and strategic input into corporate tax planning initiatives, working closely with external advisors to ensure compliance with Canadian federal and provincial requirements while supporting overall tax efficiency.



- Proactively manage organizational cash flow, including short-term liquidity forecasting, working capital optimization, and oversight of debt utilization across credit facilities.
- Establish and enforce a disciplined monthly close process with defined timelines, clear accountability, and robust reconciliation standards to enhance reporting reliability and eliminate data ambiguity.

Business Partnership & Decision Support

- Provide robust financial analysis to support informed executive decision-making and strategic direction.
- Develop and interpret profitability analyses across divisions, customer segments, and geographic regions, translating financial performance into actionable insights for business line leadership.
- Lead the financial planning process in support of the organization's Strategic Plan, including the collection, analysis, and communication of key financial information. Provide ongoing guidance to executive management through updated projections, recommended financial actions, and monitoring of performance outcomes.

Banking, Commercial & External Relationships

- Lead and coordinate relationships with key external stakeholders, including legal counsel, auditors, banking partners, government agencies, and financial institutions. Familiarity with Export Development Canada (EDC) facilities and guarantees would be beneficial.
- Support the organization's financing strategy through rigorous tracking, forecasting, and analysis of financial performance and capital requirements. Provide leadership in cash flow management, funding planning, and negotiation of credit arrangements with banks, brokers, and insurance providers in alignment with corporate objectives.



- Oversee insurance program negotiations to ensure appropriate risk coverage, and support the management of significant supplier agreements and commercial contract arrangements as required.

Leadership, Team Stability & People Development

- Provide leadership and overall direction for the accounting function, ensuring financial operations are well-structured, compliant, and aligned with business priorities.
- Oversee talent management within the finance team, including recruitment, onboarding, performance management, and capability development, in partnership with Human Resources.
- Foster a high-performing, collaborative finance culture through mentorship, succession planning, and active support of employee growth and team stability.
- Promote a safe and responsible work environment by reinforcing organizational health, safety, and compliance standards.

Qualifications & Education Requirements

- Professional accounting designation (CPA or legacy CMA, CGA, CA) is considered an asset. Depth of relevant senior financial leadership experience will be the primary consideration.
- Bachelor's degree in finance, accounting, or a related discipline is preferred. An MBA or other advanced business education would be viewed favourably, but is not required for candidates with strong practical experience.
- Minimum of approximately five years' experience in a Controller or VP Finance role within a mid-sized private company environment with multi-functional operations. Industry exposure to manufacturing, distribution, industrial services, or resource-adjacent sectors would be advantageous.



- Demonstrated track record in developing and maintaining rolling forecasts, with a strong practical focus on cash flow visibility, data integrity, and decision-useful reporting rather than purely theoretical financial modelling.
- Hands-on experience managing banking and financing relationships, including credit facility negotiations, covenant reporting, and familiarity with government-backed financing programs such as EDC. Exposure to international trade finance and/or multi-currency environments would be considered an asset.
- Experience supporting commercial and supplier contracting activities, including insurance programs, legal agreements, and key vendor arrangements. Comfort operating as a commercial business partner alongside, or where required, in lieu of, dedicated legal counsel.
- Exceptional ability to translate financial information into clear, concise, and actionable insights for non-financial stakeholders, including executive leadership, operational teams, and the board.
- Strong working knowledge of financial reporting, budgeting, forecasting tools, and contemporary ERP environments. Experience working with cloud-based ERP platforms would be considered an asset. Direct exposure to the IFS ERP system would be considered a significant advantage.
- Solid understanding of Canadian tax, regulatory, and compliance requirements within a private enterprise context.
- High-potential candidates demonstrating a strong leadership trajectory and a defined path toward CFO-level responsibilities are encouraged to apply, as this role may serve as a developmental step toward future executive finance leadership within the organization.



Knowledge, Skills & Attributes

Leadership - Able to see the big picture, understand the corporate vision, and translate the direction to others. The ability to create, execute and sustain shared commitment to a corporate plan. A proven team builder with the ability to motivate people to accomplish goals. The ability to listen, challenge, execute and monitor. Skilled in the leadership of people in general, and more specifically in change management leadership. Demonstrates strong leadership and team management skills, including experience stabilizing or upgrading a finance function. Able to earn the trust of a team quickly and drive accountability without disrupting operational continuity. Defines responsibilities, delegates effectively, motivates employees and recognizes performance.

Strategic Management - Ability to understand and function effectively with strategic issues, financial imperatives, including budget reporting and compliance, and human resources matters. Possesses the skill set required to work effectively with a team of multi-disciplined colleagues in true team spirit in order to integrate efforts and resources. Able to successfully develop and implement financial and strategic plans. Demonstrates the ability to balance strategic perspective with strong operational execution and to translate organizational priorities into disciplined financial plans aligned with broader business objectives.

Communication Skills - Possesses strong communication skills, both verbal and written. Expresses thoughts in an organized, concise manner. Actively listens to others' issues in a way that elicits cooperation and support. Is comfortable speaking in front of large groups and developing and delivering effective presentations. Has the ability to present complex information and ideas in an understandable manner to diverse groups and to relate fairly and equitably to competing demands. Demonstrates effective negotiation skills in financial and operational matters and achieves balanced outcomes while maintaining strong relationships.

Professionalism and Integrity - Mature, respected, innovative financial professional with excellent problem-solving skills and a strong orientation to customer service. Has outstanding communication and interpersonal skills, combined with a results-oriented business approach.

Demonstrates an honest, straightforward manner and high ethical standards with an uncompromising sense of integrity.

Strong Business Orientation - Takes a proactive approach and exhibits strong business acumen and well-developed business planning skills. Able to enhance business partnerships with other functions and demonstrate a track record of success in contributing to strong organizational performance.

Change Management - An innovator with an assertive, friendly nature and an approachable demeanour. Diplomatic with strong negotiating skills. Flexible and able to adapt easily in a growth-oriented and changing environment. Able to adjust to rapidly changing business conditions and manage high-pressure situations. Anticipates and seizes opportunities to implement practices which add value. Moves comfortably from strategic considerations to day-to-day operational realities.

Risk Management Skills - Sound understanding of risk operations within a growing and multi-divisional organization. Demonstrates a high level of risk management expertise and experience in anticipating risk and developing mitigation strategies.

Technical Competency - Capacity to think analytically and evaluate complex business issues. Demonstrates strong reasoning ability and the capacity to acquire and apply new knowledge effectively.

Team Player - Ability to establish and maintain effective and positive relationships internally. Can function as a “first among equals” and is genuinely interested in the development of staff and stakeholders. Collaborative with strong listening skills and a commitment to organizational alignment.

Process Orientation - Understands the broader organizational perspective while recognizing the importance of strong and consistent internal processes. Promotes process discipline across the Corporation. Able to evaluate and improve processes from a value-added perspective.

Pragmatic Decision-Maker - Recognizes and integrates business priorities and adjusts approach as required. Demonstrates sound judgement, common sense and intuitive decision-making abilities.

Self-Confident and Persuasive - Confident in skills and abilities. Willing to stand firm on principle when required, yet able to adapt and remain flexible as new information emerges. Maintains a positive and constructive attitude, even in the face of opposition or criticism.

Results Orientation and Financial Discipline - Establishes clear and measurable objectives and drives performance against them. Monitors progress, adapts as needed and ensures accountability for achieving financial and organizational outcomes. Ensures the integrity, consistency and reliability of financial data and reporting, maintaining a single source of truth. Demonstrates disciplined use of resources, cost awareness and active participation in budgeting processes.

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.

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 **Sonny Kapoor or Olesia Linkevych** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

www.leadersinternational.com