



OPPORTUNITY PROFILE

Vice President, Finance



DNM Group

DNM Group is the only locally owned and operated full-service multi-trade contractor in Sault Ste. Marie and the Algoma District, specializing in plumbing, HVAC, construction and excavation. As the region's one-stop solution for residential, commercial and industrial projects, we provide expert craftsmanship, seamless coordination, and unmatched reliability. Our deep local roots and commitment to quality set us apart, ensuring that every project is handled with the care and expertise our community deserves.

To learn more about DNM Group, visit dnm.group

The Opportunity

The Vice President, Finance reports to the Chief Operating Officer (COO), with strategic accountability to the Chief Executive Officer (CEO). This role is responsible for safeguarding the organization's financial integrity, sustainability, and long-term value creation, while providing executive leadership and strategic direction across all finance and accounting functions for DNM Investment Partners and its subsidiary divisions.

The Vice President, Finance, oversees corporate finance, accounting, budgeting, reporting, treasury, taxation, and risk management. The role serves as the principal financial advisor to the CEO, COO, and Board, ensuring that financial strategies, systems, and controls effectively support operational excellence and long-term growth.

Key Roles & Responsibilities

Strategic Financial Leadership

- Develop and execute the organization's financial strategy in alignment with overall corporate objectives and long-term strategic plans.
- Partner with the CEO and COO in the evaluation of investments, acquisitions, and divestitures, providing rigorous financial and strategic assessment.
- Deliver high-quality financial analysis and insight to support informed decision-making at the executive and divisional levels.
- Oversee the preparation and presentation of financial performance reporting, forecasts, and variance analysis for executive leadership and Board review.
- Provide strategic guidance on capital structure, financing strategies, and long-range financial planning, including debt and equity management.



Financial Management & Control

- Provide overall leadership and direction for accounting, budgeting, and financial reporting across all divisions.
- Ensure the accuracy, integrity, and timeliness of financial information in full compliance with statutory, regulatory, and reporting requirements.
- Establish and continuously strengthen internal control frameworks to safeguard assets and promote financial transparency.
- Oversee working capital, liquidity, and cash flow management to support operational requirements and strategic investment initiatives.
- Lead financial audits and serve as the primary liaison with external auditors, tax authorities, and regulatory bodies.

Operational Finance & Business Partnering

- Partner closely with Divisional General Managers and Shared Services leaders to align financial plans with operational objectives and performance targets.
- Provide leadership in cost management, pricing strategy, and performance analytics to drive profitability and operational effectiveness.
- Support the COO in identifying and executing efficiency improvements, cost optimization, and margin enhancement initiatives.
- Ensure financial systems, ERP platforms, and reporting tools deliver timely, accurate, and actionable insights to support management decision-making.

Governance, Risk & Compliance

- Establish and maintain robust financial governance policies and risk management frameworks.
- Oversee tax planning, compliance, and risk mitigation strategies across all relevant jurisdictions.
- Ensure adherence to financial regulations, corporate governance standards, and ethical business practices.
- Lead enterprise risk management (ERM) processes in partnership with the COO and Vice President, Shared Services.

Treasury, Capital & Investment

- Oversee the management of cash reserves, banking relationships, and financing facilities.
- Evaluate and recommend investment opportunities to support growth, diversification, and long-term value creation.



- Lead capital allocation processes, ensuring investment decisions and returns align with strategic priorities.
- Provide advanced financial modelling, scenario analysis, and return-on-investment assessment to support strategic initiatives, capital projects, and M&A activity.

Leadership & Team Development

- Provide leadership and development for the Finance team, ensuring the highest standards of accuracy, accountability, and professionalism.
- Foster a culture of continuous improvement, innovation, and collaboration across the function.
- Establish leadership development and succession planning for key finance roles.
- Promote strong cross-functional partnership with Operations, Shared Services, and Executive Leadership.

The Person

Education and Experience Requirements

- Bachelor's degree in Accounting, Finance, Commerce, or related discipline.
- Professional designation (CPA, CA, CMA, or CFA) preferred.
- Extensive financial leadership experience, including senior-level responsibility within a multi-division or complex organizational environment.
- Demonstrated expertise in corporate finance, treasury, accounting, and strategic financial planning.
- Experience in mergers and acquisitions, post-merger integration, and financial restructuring is an asset.
- Proven track record of leading high-performing teams and managing complex financial systems and processes.

Competencies & Skills

- **Visionary Leadership** - Provides clear, forward-thinking leadership, guidance, and support. Acts as a mentor and role model, communicates opportunities, empowers teams, and incorporates diverse perspectives with a practical, common-sense approach.
- **Financial Management** - Demonstrates strong fiscal stewardship across varied environments, with proven capability in budgeting, financial planning, funding, and performance reporting.



- **Courage** - Addresses difficult issues directly, speaks up when needed, champions ideas despite risk, and translates challenges into clear, actionable feedback.
- **Entrepreneurial Mindset** - Brings resilience, decisiveness, business acumen, and strategic thinking to lead through growth, change, and uncertainty.
- **Communication** - An effective, clear, and trusted communicator with strong listening, written, verbal, and presentation skills.
- **Interpersonal Effectiveness** - Builds strong relationships, resolves conflict constructively, negotiates effectively, and provides respectful, timely feedback.
- **Change Leadership** - Leads confidently in dynamic environments, drives organizational improvement, and adapts direction while maintaining strategic clarity.
- **Integrity and Character** - Acts with strong ethics, accountability, and a values-driven approach.
- **Client and Service Orientation** - Enhances service delivery through operational excellence, planning, and technology, ensuring stakeholder needs are met with quality and efficiency.
- **Conflict Resolution** - A consensus builder who engages differing perspectives to reach practical, solutions-focused outcomes.
- **Pragmatic Decision Making** - Applies sound analytical judgment and common sense, balances strategic foresight with operational discipline, involves others in setting priorities, and adapts approaches to changing conditions.

Key Performance Indicators (KPIs)

- Accuracy, timeliness, and quality of financial reporting, forecasting, and scenario analysis.
- Achievement of financial performance, profitability, and return-on-investment targets.
- Compliance with internal controls, audit requirements, regulatory standards, and financial governance frameworks.
- Effectiveness of capital structure, liquidity, working capital, and cost management.
- Strength of risk management, financial resilience, and contingency planning.
- Reliability and effectiveness of financial systems, planning, and reporting tools in supporting decision-making.
- Leadership effectiveness, capability development, and succession within the Finance Division.
- CEO, COO, and Board confidence in the quality of financial insight, stewardship, and strategic support.



Compensation

A competitive compensation package will be offered, including an attractive base salary of \$175,000 plus bonus and comprehensive benefits. Full details will be discussed during the interview process.

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

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