Leaders INTERNATIONAL

Executive Search

VANCOUVER EDMONTON CALGARY SASKATOON WINNIPEG TORONTO OTTAWA MONTREAL

Opportunity Profile Vice-President, Finance

raincity HOUSING

RAINCITY HOUSING AND SUPPORT SOCIETY

VP, FINANCE

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RainCity Housing operates on the stolen, unceded, ancestral, traditional homelands of the Xʷməθkwəy̓əm, Sḵwx̱wú7mesh, and səl̓ílwətaʔɬ Nations in so-called Vancouver, the q̓íc̓əy̓, q’ʷa:n̓ƛ’ən̓, kʷikʷəƛ̓əm, qiqéyt, SEMYOME, Stó꞉lō, and sc̓əwaθən məsteyəxʷ Nations in so-called Lower Mainland, and the shíshálh in so-called Sunshine Coast.

THE ORGANIZATION RAINCITY HOUSING AND SUPPORT SOCIETY

For over 40 years, RainCity Housing and Support Society (“RainCity”) has been providing housing and supports for vulnerable people who have been excluded from housing systems.

RainCity began as a small shelter in Vancouver’s Downtown Eastside, supporting people discharged from Riverview Psychiatric Hospital. Anchored by the belief that everyone has the right to a home, RainCity has been committed to being curious, humble, and responsive. Each person has their own story of how they came to be living outside, and RainCity’s work has always sought to understand, honour and respond to these unique journeys.

RainCity’s own journey has included significant growth, with a budget of $65M and operating 49 contracts in eight communities. RainCity is constantly developing and refining practices, with Harm Reduction and Housing First models underpinning all of its services. For the last ten years, RainCity has been in the forefront of the toxic drug emergency - adapting and adding services and working every day to help keep people alive.

RainCity Housing is more than an organization working to improve people’s daily lives. Grounded in social justice, they challenge stigma and discrimination, advocate for better access to services, and lead with care. RainCity knows that having a home can preserve and extend lives, and that community, relationships, and access to resources help people move forward on their journey.

To learn more, please visit RainCity’s website.

THE OPPORTUNITY VICE-PRESIDENT, FINANCE

The Vice-President, Finance ("VP") is responsible for the statutory financial administration duties of the organization. The VP provides strategic leadership and stewardship for all aspects of financial operations, accounting, forecasting, budgeting, risk management, key performance indicators, financial reporting, funder reporting, and relationships.

As a member of the Senior Leadership Team, the VP contributes to a collaborative, people-centered, and values-driven leadership culture. They support RainCity's mission by building strong cross-functional relationships, strengthening financial literacy across the organization, and supporting transparent, sustainable, and informed decision-making that contributes to effective operations and service delivery.

The VP, Finance leads with integrity, clarity, accountability, and emotional intelligence, and fosters an environment of respectful dialogue, shared problem-solving, continuous learning, and inclusive collaboration. The VP will inherit an experienced team and smooth-running financial operation that has the confidence of the Board, management, employees, funders, partners, and financial institutions. Building off this strong foundation and with the support of a talented Director of Finance, the VP is expected to further develop RainCity's finance to "catch up" to a three-fold increase in revenue in the last eight years. The VP serves as trusted advisor to a range of internal and external partners, providing insights into operations, financial models for key initiatives and capital planning, contractual oversight and risk analysis for partnerships, and input into key decisions.

This is an outstanding opportunity for a mission-driven and highly competent finance professional to lead a complex, crucial portfolio within a well-regarded and supportive organization.

Position Accountabilities

Strategic

- Provides strong, collaborative and values-based financial and administrative leadership, and sound strategic advice;
- Identifies critical issues that need to be addressed to achieve the organization's objectives, strategies, plans and programs while supporting sustainable organizational growth and financial stewardship;
- Oversees cash flow planning, investments, asset management, financing strategies and activities, banking relationships, and ensures the availability of funds, as needed;
- Oversees the development of the annual operating and capital budget, and long-term financial plans and reporting processes in collaboration with organizational leaders and internal partners;
- Develops forecasts and financial insights that support informed organizational decision-making and operational planning;
- Through a process of continuous improvement, supports the ongoing development, modernization, and effectiveness of financial systems, reporting structures, administrative practices, and internal controls;
- Builds collaborative and effective working relationships with Program Leadership and departments to strengthen financial literacy, shared accountability, and organizational understanding of financial processes and decision-making;
- Prioritizes the development and maintenance of effective relationships with major funders, ensuring reporting, communication, and problem-solving are accurate, transparent, timely, and relationship-centered while fostering mutual understanding and trust;
- Develops and maintains effective relationships with external partners, including government and regulatory bodies, auditors, and professional organizations;
- Monitors and assesses risks relating to current and future organizational activities and advises the Executive Director and Board on strategies to minimize and mitigate organizational risk and liability;

- Produces monthly, quarterly, and annual financial statements, communicating financial information in a clear, accessible, and meaningful way to support understanding across diverse audiences and levels of financial knowledge;
- Oversees the preparation, management, and monitoring of investments.

Leadership

- As a member of the Senior Leadership Team, provides strategic leadership, organizational perspective, and collaborative partnership to a broad range of organizational initiatives and priorities;
- Provides strong, collaborative, and effective financial leadership and sound strategic advice to the organization;
- Identifies critical issues, risks, and opportunities and works collaboratively with leaders to support informed decision-making and organizational objectives;
- Supports the Senior Leadership Team and Board of Directors in building and articulating the organization’s strategic framework and long-term sustainability goals;
- Develops, implements, and evaluates organizational strategic plans, goals, and objectives as a member of the Senior Leadership Team;
- Ensures the effective implementation of strategic priorities and supports the responsible and transparent allocation of organizational resources;
- Contributes to a leadership culture grounded in trust, accountability, inclusion, transparency, and respectful communication;
- Fosters shared ownership among SLT, collaborative problem-solving, and cross-functional partnership in support of organizational priorities and sustainable decision-making;
- Builds alignment and trust across teams by creating clarity, encouraging collaboration, and supporting open and constructive discussion on complex organizational matters;

- Works collaboratively with leaders across the organization to strengthen financial understanding, reduce silos, and support informed operational and strategic decision-making;
- Leads the development and presentation of short- and long-range financial plans in a manner that supports shared understanding, informed decision-making, and organizational alignment;
- Acts as a trusted advisor and collaborative partner to leaders across the organization by translating financial information and concepts into practical, accessible, and operationally relevant guidance;
- Builds strong relationships across departments by fostering open communication, curiosity, shared learning, and respectful dialogue, particularly with leaders and employees who may not have financial expertise;
- Encourages collaborative problem-solving and constructive discussion while supporting timely and informed decision-making at the Senior Leadership Team and Board levels;
- Provides leadership and stewardship to ensure capital projects are delivered on time, within scope, and on budget, while supporting strong partnerships and transparent communication throughout project implementation.

Governance

- Develops and maintains systems and reporting processes that keep the Executive Director informed on the financial condition of the organization, including identifying areas of risk, emerging pressures, and opportunities;
- Supports the Finance Committee of the Board by attending meetings and preparing and presenting budgets, financial statements, forecasts, and reports in a clear, transparent, and accessible manner;

- Participates in Board meetings to present and support discussion on recommendations relating to the finances of the organization;
- Maintains the organizational risk registry and supports ongoing risk awareness and mitigation planning.

Compliance

- Leads the implementation and continuous improvement of accounting policies, systems, controls, and practices according to generally accepted accounting principles, best practices, and applicable legislative requirements;
- Oversees the external audit process and supports collaborative and professional relationships with auditors and regulatory bodies;
- Ensures financial practices and reporting processes are ethical, transparent, accurate, and aligned with organizational values and accountability standards.

Departmental

- Leads the Finance department, ensuring employees are supported in their day-to-day responsibilities, professional growth, and longer-term development;
- Creates an environment of psychological safety, respectful communication, accountability, collaboration, and continuous learning within the department;
- Ensures the department is operationally structured and resourced to meet organizational goals while supporting service excellence and responsiveness across the organization;
- Supports the development of transparent processes, clear expectations, and consistent communication practices that strengthen trust, teamwork, and accountability;

- Ensures the department has reporting capabilities that provide timely, accurate, and meaningful information to support organizational and operational decision-making;
- Creates an atmosphere of teamwork and inclusion that encourages employees to contribute ideas, ask questions, share knowledge, and participate in continuous improvement initiatives;
- Responsible for the hiring, evaluation, professional development, performance management, discipline, and dismissal of the finance team;
- Builds the capacity of team members by implementing and leading coaching, mentorship, development, and performance feedback processes that are clear, respectful, growth-oriented, and relationship-centered;
- Supports leaders and employees through change, process improvements, and evolving organizational needs with empathy, consistency, and clarity;
- Encourages constructive conflict resolution and people-centered accountability practices that maintain relationships, dignity, and shared responsibility.

Other

- Maintains currency with changes to legislation, accounting standards, and sector practices, amending financial policies and practices as necessary;
- Acts as project sponsor for financial systems implementation, enhancement, automation, and process improvement initiatives;
- May be required to provide backup support for other Senior Leadership Team members as necessary.

THE PERSON

Qualifications, Knowledge, Skills, and Abilities

- Chartered Professional Accountant (CPA) designation along with a master's degree in a relevant discipline, or an equivalent combination of education and work experience;
- A minimum of 10 years of senior-level accounting and leadership experience, including experience leading and developing a team;
- Demonstrated ability to lead with emotional intelligence, professionalism, humility, and a collaborative, relationship-centered approach;
- Demonstrated ability to build trust and credibility across diverse teams and operational areas through respectful communication, transparency, and consistency;
- Ability to lead with an anti-discrimination, equity-focused, and culturally responsive perspective;
- Knowledge of Canada's colonial history and its impact on Indigenous Peoples, and demonstrated ability to contribute to cultural safety and reconciliation in the workplace;
- Extensive knowledge of accounting, fiscal management, budgeting processes, forecasting, financial analysis, and strategic planning;
- Strong communication skills with the ability to explain financial concepts clearly and respectfully to diverse audiences with varying levels of financial knowledge and experience;
- Demonstrated ability to support collaborative decision-making, build alignment, and navigate complex conversations with tact, diplomacy, and professionalism;

- Strong understanding of multi-site operations and non-profit funding environments;
- Thorough understanding of risk management principles and the ability to balance sound financial stewardship with operational and organizational realities;
- Ability to foster accountability through clear expectations, coaching, collaboration, and supportive leadership practices;
- Excellent judgment with a high level of ethics, integrity, discretion, and personal integrity;
- Advanced level of digital literacy in all key MS Office applications, particularly Excel;
- Strong proficiency in MS Dynamics (Jet Reports would be an additional asset);
- Demonstrated experience implementing and enhancing accounting systems, reporting structures, and process improvements;
- Experience supporting modernization, automation, and continuous improvement initiatives within finance operations is an asset;
- Non-profit experience preferred;
- Ability to understand, communicate, and support the mission and values of RainCity Housing, including Housing First, Harm Reduction, inclusion, and client-centered service delivery approaches.

Competencies

Strategic Thinking

- Makes strategic planning decisions crucial to achieving organizational and operational objectives while balancing financial stewardship with organizational priorities and service delivery needs;
- Translates financial strategy, theory, and principles into practical systems, processes, and supports that strengthen organizational understanding and alignment;
- Provides analysis and recommendations on trends, risks, opportunities, and leading practices relevant to social service and non-profit organizations;
- Understands, interprets, explains, and applies relevant municipal, provincial, and federal policy, law, regulation, and reporting requirements;
- Demonstrates the ability to continuously evaluate and improve systems, structures, and practices to support organizational effectiveness and long-term sustainability;
- Supports organizational growth and innovation through collaborative planning, critical thinking, and solution-focused leadership.

Problem Solving / Judgement

- Strong problem-solving, facilitation, and conflict resolution skills with the ability to work collaboratively with leaders and teams to develop practical and respectful solutions to complex organizational issues;
- Effective and thoughtful decision maker who can assess situations, balance competing priorities, and provide sound recommendations in the organization’s best interests;
- Demonstrates sound judgement, adaptability, and professionalism in complex, sensitive, and evolving situations;

- Ability to set priorities, develop work plans, monitor progress towards goals, and manage multiple responsibilities and deadlines effectively;
- Approaches accountability conversations with clarity, empathy, respect, and a focus on shared understanding and continuous improvement.

Communication

- Champions respectful, collaborative, and inclusive working relationships with internal and external partners and knowledge keepers to support organizational goals and service excellence;
- Communicates financial information in a clear, accessible, and practical manner that supports understanding and informed decision-making across all levels of the organization;
- Listens actively and encourages open dialogue, curiosity, questions, and the respectful exchange of information and ideas;
- Demonstrates strong presentation, facilitation, and interpersonal communication skills with the ability to prepare clear, concise, and meaningful reports, recommendations, correspondence, and presentations;
- Displays high emotional intelligence and uses tact, diplomacy, and professionalism when navigating sensitive, confidential, or complex situations;
- Provides feedback and guidance in a respectful, constructive, and people-centered manner that maintains trust, dignity, and working relationships.

Leadership

- Creates connections, trust, and shared meaning with diverse individuals, teams, and partners;
- Identifies, establishes, and communicates clear expectations, goals, priorities, and accountability measures in a supportive and collaborative manner;
- Models integrity, humility, professionalism, transparency, resilience, and accountability;

- Leads with a service-oriented and relationship-centered approach that supports collaboration, inclusion, accessibility, and shared success;
- Demonstrates leadership practices grounded in coaching, mentorship, encouragement, and strengths-based development;
- Builds strong cross-functional relationships and supports collaborative partnerships across programs, teams, departments, and diverse groups;
- Supports psychologically safer and inclusive work environments where employees feel respected, heard, and encouraged to contribute ideas and ask questions;
- Demonstrates self-awareness and understands the impact of communication style, leadership presence, and decision-making on teams and workplace culture;
- Understands the importance of ongoing personal and professional development and actively supports learning and growth in self and others;
- Takes responsibility for personal actions, leadership effectiveness, performance, and workplace relationships.

COMPENSATION

A competitive compensation package will be provided, including an attractive base salary and excellent benefits, including participation in the Municipal Pension Plan. The salary range is $150,000–$180,000, with final compensation reflecting the successful candidate's experience, qualifications, and overall fit for the role.

FOR INFORMATION PLEASE CONTACT:

Nick Lay or Tony Kirschner

LEADERS INTERNATIONAL EXECUTIVE SEARCH

#1160—595 Howe Street

Vancouver, BC V6C 2T5

Phone: (604) 688-8422 or Email: connect@leadersinternational.com

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