



OPPORTUNITY PROFILE

Financial Controller



About the Lesser Slave Lake Indian Regional Council

For more than 50 years, the Lesser Slave Lake Indian Regional Council (Regional Council) has served its member First Nations—Driftpile Cree Nation, Sawridge First Nation, Sucker Creek First Nation and Sawridge First Nation—by supporting leadership collaboration and delivering programs and services that advance mutual progress, continuous improvement, and strengthen communities. Regional Council delivers services and grows capacity in education, health, child welfare, skills training, social development, advocacy, communications, and research. Regional Council is also the governance body for the Lakeshore Regional Police Service, one of only three First Nations police services in Alberta. Regional Council works to advance community well-being while supporting the priorities and aspirations of the Nations it serves.

Regional Council partners with the federal, provincial and local governments, regional industries, and community leaders to ensure First Nations in the Slave Lake region are meaningful participants in decisions that affect their families and future generations. With growing environmental stewardship and political advocacy initiatives, Regional Council is dedicated to empowering its member First Nations and preserving their rich heritage.

Regional Council operates from offices in Slave Lake and High Prairie and is committed to supporting the long-term success, self-determination, and prosperity of its member First Nations and their communities.



The Opportunity

Regional Council is looking for a full-time Financial Controller based in Slave Lake, Alberta.

Reporting to the Executive Director, you will play a pivotal role in leading Regional Council's financial operations, ensuring fiscal accountability, and managing relationships with Indigenous Services Canada and other key stakeholders.

In this position, you will be primarily responsible to oversee Regional Council's financial administration, compliance, and reporting while guiding the organization through a critical transition to modernized cloud-based financial systems.

Key Roles and Responsibilities

More specifically, as Financial Controller, your responsibilities will include but are not limited to:

- Oversee the transition to a new industry-standard financial accounting software package and digitized financial systems.
- Manage budgets, variance analysis, and annual financial plans.
- Work with auditors to complete an annual audit for presentation to the Chiefs and Councils of member First Nations.
- Provide transparent financial advice to the Board of Chiefs, Regional Council, Executive Director, and program Directors.



- Ensure compliance with ISC and other government funding agreements, federal and provincial regulations, and audit requirements.
- Strengthen the long-term financial sustainability of the Regional Council.
- Lead change management initiatives and train staff on updated systems.
- Monitor organizational finances/budgets and identify emerging trends, risks, and opportunities.
- Supervise accounting, payroll, and procurement functions to ensure operational efficiency and compliance with best practices.
- Support grant applications and funding negotiations, including ISC processes, by providing sound financial counsel.
- Contribute to organizational policy development and continuous improvement initiatives.
- Collaborate with member Nations to enhance financial management and reporting.
- Provide leadership, guidance, coaching, and support to finance and administrative functions, and Regional Council staff, especially program Directors, as required.

The Person

Qualifications and Education Requirements

To qualify, you will need a CPA designation (or equivalent) and a Bachelor's degree in Finance, Accounting, or a related field, with 5+ years of senior-level experience in financial management or administration, ideally within a First Nations or Indigenous organization. A relevant combination of education and experience will be considered. Applications will be accepted from candidates who are near completion of a financial designation and who meet other education and experience requirements.



Knowledge, Skills and Attributes

Additionally, the following skills and background will be highly valued:

- Proficiency in industry-standard financial accounting software.
- Experience with First Nations finance, including ISC funding agreements and government processes.
- Strong understanding of federal and provincial funding processes and regulations.
- Proven ability to lead financial transitions and change management initiatives.
- Expertise in budgeting, variance analysis, and strategic financial planning.
- Familiarity with grant applications and financial reporting for government bodies.
- Experience with enterprise resource planning (ERP) software.
- Strong supervisory and mentoring skills to support accounting and clerical staff.
- Commitment to fostering collaboration with member First Nations.

As our ideal candidate, you will possess excellent communication and interpersonal skills, along with a collaborative mindset and the ability to manage change effectively. Your adaptability, problem-solving capabilities, and proactive approach to leadership will ensure your success guiding the team through the transition to an updated financial system. A commitment to cultural sensitivity, integrity, and supporting the mission of Regional Council will make you a perfect fit for the organization.

This is a dynamic leadership role, offering the opportunity to shape Regional Council's financial operations for an exciting future. We are looking for someone who is forward-thinking, detail-oriented, and passionate about making a meaningful impact in the communities we serve.

Express Your Interest

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 **Wendy Romanko** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search
www.leadersinternational.com