

Leaders

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MILLENNIUM
EMS Solutions Ltd.

OPPORTUNITY PROFILE

Vice President, Finance

Location: Alberta

About Millennium EMS

Millennium EMS Solutions Ltd. (MEMS) is a privately owned environmental consulting firm founded in 1998, delivering innovative, science-based solutions in environmental assessment, reclamation, and regulatory consulting. We support clients across oil & gas, mining, infrastructure, industrial, and government sectors, partnering across the full project lifecycle—from planning through to closure.

MEMS operates with a commitment to Service, Quality, Trust, Innovation, and Teamwork, driving practical solutions and responsible environmental stewardship across Canada.



Key Responsibilities

The VP Finance will be responsible for the following scope of activities:

1. Financial Stewardship & Reporting Excellence
 - Own the integrity, accuracy, and timeliness of all financial reporting in accordance with Accounting Standards for Private Enterprises (ASPE)
 - Lead monthly, quarterly, and annual close processes with a strong focus on detail and quality
 - Personally ensure financial statements are audit-ready and fully compliant
 - Oversee and actively participate in external audit and tax processes
2. Financial Planning, Budgeting & Performance Management
 - Lead enterprise budgeting, forecasting, and long-range financial planning
 - Develop and monitor KPIs, dashboards, and financial performance reporting
 - Provide clear, actionable insights to executive leadership to drive performance
 - Identify variances and lead corrective financial actions
3. Governance, Controls & Risk Management
 - Establish and maintain strong financial controls, policies, and governance frameworks
 - Manage financial risk, including liquidity, compliance, and operational exposure
 - Ensure audit readiness and regulatory compliance across jurisdictions
 - Uphold best-in-class financial discipline and transparency
4. Cash Flow, Treasury & Capital Management
 - Oversee cash flow, working capital, and capital structure
 - Manage banking, lender, and financial partner relationships
 - Ensure financial stability and liquidity alignment with growth objectives

5. Strategic Finance & Business Partnership

- Translate business strategy into financial plans and capital allocation decisions
- Provide financial insight on growth opportunities, investments, and operational decisions
- Support executive decision-making with data-driven financial analysis
- Contribute to corporate strategy as a trusted advisor

6. M&A and Strategic Transactions

- Lead financial due diligence, valuation, and deal structuring
- Support mergers, acquisitions, and strategic partnerships
- Oversee financial integration and post-transaction performance

7. Leadership & Finance Capability Development

- Lead and mentor the Finance team through the Director, Finance
- Build a high-performing, detail-oriented, service-focused finance function
- Strengthen internal financial capability, processes, and systems
- Champion accountability and financial ownership across the business

The Person

- Chartered Professional Accountant (CPA) designation and 10+ years of progressive senior finance leadership experience
- Deep expertise in ASPE and hands-on financial statement preparation
- Extensive experience managing audit and tax processes with external auditors
- Strong technical accounting foundation with the ability to stay close to the details
- Proven experience in financial reporting, controls, and governance
- Experience in budgeting, forecasting, and performance management
- Exposure to M&A, due diligence, and strategic finance initiatives
- Ability to operate effectively at both strategic and operational levels
- Hands-on leader who leads from the detail, not just the boardroom
- High level of integrity, accountability, and financial discipline
- Strong business partner who builds trust across functions
- Ability to simplify complexity and communicate financial insights clearly

Express Your Interest

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

To apply, please email your cover letter and resume (in PDF as a single document) to Shalini Bhatti or Chelsey Howarth at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International

www.leadersinternational.com