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Executive Search

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DURABUILT
WINDOWS & DOORS

OPPORTUNITY PROFILE

Chief Financial Officer

About Durabuilt Windows & Doors

Durabuilt Windows & Doors is one of Western Canada's leading manufacturers of residential and commercial windows and doors. Founded in 1988 and headquartered in Edmonton, Alberta, the company has grown from a small entrepreneurial operation into a diversified manufacturing organization employing more than 800 people across multiple facilities and provinces.

Recognized as one of Canada's Best Managed Companies, Durabuilt has built its reputation on quality, innovation, customer service, and a strong entrepreneurial spirit. Continued investments in manufacturing technology, commercial expansion, and operational capability have positioned the organization for its next phase of growth.

Despite its size, Durabuilt continues to operate with the agility and decision-making speed of an owner-led business. The Executive Leadership Team is collaborative, accessible, and deeply committed to building an organization capable of sustaining long-term growth while maintaining its entrepreneurial culture.

As the organization continues to evolve, Durabuilt is intentionally strengthening its executive leadership structure to support its next stage of growth while preserving the entrepreneurial mindset that has contributed to its success. The company is committed to building scalable leadership capability, enhancing cross-functional collaboration, and equipping its executive team with the strategic expertise needed to support an increasingly sophisticated manufacturing and commercial environment.

Core Values

Durabuilt's core values are more than words. They are the foundation of their culture and the principles that guide how they work, lead, and build lasting relationships. They influence every decision that is made and their commitment to customers, employees, and communities. Durabuilt attracts leaders who embody these values and inspire others to do the same.

The core values are

- Individual
- Innovative
- Driver
- Caring
- Ownership

The organization believes that diversity fuels innovation and strengthens their business. They are committed to creating an inclusive environment where every individual feels respected, valued, and empowered to succeed.

To learn more about Durabuilt Windows & Doors, its products, culture, and values, please visit: www.durabuiltwindows.com

The Opportunity

Durabuilt is seeking an experienced Chief Financial Officer to serve as a key member of the Executive Leadership Team at an important stage in the organization's evolution.

Historically, many strategic financial responsibilities have been shared amongst the ownership group and senior leaders. While this approach has successfully supported the organization's growth, increasing operational complexity, capital investments, manufacturing expansion, and future growth initiatives now require dedicated executive financial leadership.

This appointment represents an important evolution in Durabuilt's leadership structure. The successful CFO will assume increasing ownership of the organization's strategic financial leadership, allowing ownership to focus more fully on long-term business strategy while ensuring the company continues to benefit from strong commercial insight, disciplined financial stewardship, and informed decision-making.

This is far more than a traditional finance leadership role.

The CFO will become an active business partner, working alongside leaders across manufacturing, operations, sales, supply chain, purchasing, and commercial functions to understand the operational realities that drive financial performance. Rather than reporting historical results, the successful individual will provide proactive insights that anticipate opportunities, identify emerging risks, and help shape business decisions before they are made.

Equally important is the ability to earn trust. Success in this role will depend not only on technical expertise, but on building credibility through transparency, sound judgement, practical commercial advice, and consistent execution. As trusted relationships develop, the CFO will become an influential advisor to ownership and the Executive Leadership Team, helping guide strategic investment, operational performance, organizational maturity, and long-term growth.

This opportunity offers an experienced executive the chance to build upon an already successful finance function, strengthen enterprise-wide financial capability, modernize reporting and decision-support processes, and contribute meaningfully to the continued evolution of one of Western Canada's most respected privately owned manufacturing organizations.

Key Roles & Responsibilities

Strategic Financial Leadership

- Provide strategic financial leadership as a member of the Executive Leadership Team.
- Develop and execute the organization's long-term financial strategy in support of business objectives.
- Lead enterprise financial planning, forecasting, scenario analysis, and performance reporting.
- Evaluate strategic initiatives, capital investments, and business opportunities through robust financial analysis.
- Identify and manage enterprise financial risks while supporting sustainable growth.

Operational Finance

- Partner with business leaders to align financial planning with operational priorities.
- Support pricing, costing, inventory management, and capital planning through financial analysis.
- Provide financial oversight for manufacturing operations, operational performance, and business initiatives.
- Identify opportunities to improve operational performance through financial insight and analysis.

Business Partnership

- Build trusted relationships across the organization by working collaboratively with leaders throughout manufacturing, operations, sales, supply chain, purchasing, IT, and commercial functions to understand their priorities, challenges, and opportunities.
- Become a trusted advisor to executive leadership by providing commercially focused financial guidance
- Participate in major operational and capital investment decisions, ensuring financial implications are evaluated before implementation.
- Support pricing strategies, investment decisions, manufacturing expansion, and operational improvement initiatives.
- Strengthen relationships with banking partners, external advisors, auditors, and financial institutions.
- Serve as the primary financial partner to ownership by providing practical, balanced advice that supports informed decision-making while fostering confidence, transparency, and long-term trust.

Finance Function Leadership

- Lead, develop, and strengthen the finance function to support the organization's evolving needs.
- Establish clear priorities, accountability, and succession within the finance team.
- Foster a culture of continuous improvement and operational excellence.

Systems & Continuous Improvement

- Lead the continued evolution of financial systems, reporting tools, and business intelligence capabilities that provide timely, reliable, and actionable information to support executive decision-making.
- Improve data integrity, reporting accuracy, and accessibility of financial information across the organization.
- Work collaboratively with operational leaders to ensure financial systems effectively support manufacturing and commercial operations.
- Establish scalable financial processes capable of supporting continued organizational growth.

- Continuously evaluate opportunities to simplify manual processes, improve reporting efficiency, and strengthen the organization's financial infrastructure without introducing unnecessary complexity or bureaucracy.

The Person

The ideal candidate is an accomplished finance executive with a proven track record of leading finance functions within manufacturing, industrial, distribution, construction, or similarly complex operating environments.

They combine strong commercial acumen with strategic thinking and are comfortable working in a fast-paced, entrepreneurial organization where collaboration, sound judgement, and adaptability are highly valued.

An engaging and approachable leader, they build credibility through integrity, transparency, and thoughtful decision-making. They have a natural ability to influence, communicate effectively with diverse stakeholders, and foster high-performing teams through coaching, accountability, and empowerment.

They are motivated by the opportunity to contribute beyond the finance function, bringing a pragmatic leadership style and a genuine commitment to supporting the organization's continued growth and success.

Qualifications & Experience

- CPA designation.
- Progressive senior finance leadership experience, ideally as a Chief Financial Officer, Vice President Finance, or equivalent executive role.
- Experience within manufacturing, industrial, distribution, construction, or other operationally intensive environments.
- Demonstrated success supporting the growth of privately owned, entrepreneurial, or founder-led organizations.
- Expertise in financial planning, budgeting, forecasting, treasury, capital investment analysis, and financial reporting.
- Experience building and developing high-performing finance teams.
- Experience leading financial systems, process improvements, and business reporting initiatives.
- Strong understanding of manufacturing finance, cost accounting, inventory management, and operational performance.

Key Attributes

Strategic and Commercial Acumen: Brings a broad business perspective, balancing financial discipline with commercial insight to support sound decision-making.

Business Partnership & Influence: Builds trusted relationships across the organization and influences decisions through collaboration, credibility, and sound judgement.

Leadership & Team Development: Builds capable teams by coaching, mentoring, and creating a culture of accountability and continuous improvement.

Communication & Influence: Communicates financial information clearly and effectively to executives, operational leaders, ownership, and external stakeholders, building confidence through transparency and credibility.

Adaptability: Thrives in a fast-paced, evolving business where priorities shift quickly, and executive leaders work collaboratively to solve challenges.

Business Curiosity: Invests time in understanding how the business operates, asks thoughtful questions, and develops a practical understanding of manufacturing, customers, and commercial operations before recommending solutions.

Pragmatic Change Leadership: Introduces scalable improvements that strengthen the organization while preserving the entrepreneurial agility that has contributed to Durabuilt's success.

Results Orientation: Delivers measurable outcomes through disciplined execution, financial stewardship, and a commitment to operational excellence.

What Success Looks Like

- Strengthens the organization's financial planning, reporting, and decision-support capabilities.
- Improves financial visibility and performance measurement across the business.
- Enhances the capability and effectiveness of the finance function.
- Establishes scalable financial processes and systems that support continued growth.
- Contributes to informed capital allocation and sustainable financial performance.
- Becomes a valued member of the Executive Leadership Team, contributing to the organization's long-term success.

Compensation

A competitive compensation package and excellent benefits will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International Executive Search 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 **Anurag Shourie or Deepthi Koshy** at apply@leadersinternational.com, indicating the job title in the subject line.

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