

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



OPPORTUNITY PROFILE CHIEF FINANCIAL OFFICER

LOCATION: KELOWNA, BC



the right people

BIGSTEELBOX | CHIEF FINANCIAL OFFICER

CONTENTS

THE ORGANIZATION	BIGSTEELBOX	1
THE OPPORTUNITY	CHIEF FINANCIAL OFFICER	2
	Primary Responsibilities	2
	Qualifications	4
	Competencies and Personal Characteristics	5
COMPENSATION		6
CONTACT		6



THE ORGANIZATION

BIGSTEELBOX

Moving and Storage Solutions for Your Home or Business: With more locations across Canada than any other mobile storage company, BigSteelBox helps make moving and storage feel better for residential, construction, commercial and industrial customers. With its head office based in Kelowna, BC, BigSteelBox is proudly Canadian owned and operated.

BigSteelBox brings the storage to you, when and where you need it. You can rent, buy or modify a BigSteelBox to suit all kinds of needs. BigSteelBoxes have been used for many years in the construction industry to secure tools and materials on the job site and provides products and services that reduces the stress of moving.

Today, BigSteelBox strives to lead the mobile storage industry in Canada and provides service for a wide range of residential and industrial uses. From moving and storage to construction to housing, they are pushing the boundaries of what a BigSteelBox can do. No matter what need you have, BSB always deliver with fast, friendly service, innovative thinking and youthful energy.

A progressive, expanding company, and they know that in order to grow they need to provide great service every time. Whether it's a store manager providing a storage tip or a driver going the extra mile, BigSteelBox is here to make moving and storage feel better for their customers.

To learn more, please visit BigSteelBox's [website](#).



THE OPPORTUNITY CHIEF FINANCIAL OFFICER

As a member of the Senior Leadership Team, the Chief Financial Officer (CFO) will participate in the development and execution of the company's Strategic Plan, including sales, growth, expense, and profit objectives. Reporting to the CEO and leading a team of 22, the CFO will lead their division and interact with other leaders in a manner that builds on our strong values and culture, and support the organization in achieving new levels of customer service, staff development, and operational excellence. The CFO is accountable for all financial aspects of the organization. The specific areas of oversight include the development and implementation of financial strategy, policies, procedures, and controls. The position will also lead all financial planning and analysis, risk management, and compliance.

Primary Responsibilities

- Develop and execute financial strategies that align with the company's goals and growth objectives;
- Oversee financial planning, budgeting, and forecasting processes to ensure financial stability and profitability;
- Manage cash flow, investment strategies, and financial risk to optimize business operations;
- Provide financial reporting and analysis to the CEO and executive team to support strategic decision-making;
- Ensure compliance with all financial regulations, tax laws, and applicable accounting standards;
- Lead and mentor the finance team, fostering a high-accountability and high-performance culture in alignment with the company's corporate values;
- Evaluate and improve financial processes, systems, and controls to enhance efficiency and accuracy;
- Work closely with department heads to drive cost management and operational efficiencies;
- Build and maintain strong relationships with financial institutions, investors, and key stakeholders;



- Assess potential mergers, acquisitions, and other growth opportunities from a financial perspective;
- Oversee the company's risk management function, including:
 - Annual reviews of the company's principal risks, including the submission of the principal risk register to the Board of Directors for approval;
 - The development and execution of appropriate mitigating tactics related to the identified key risks.
- Oversee the procurement and ongoing management of the company's insurance policies, including:
 - Ensuring appropriate coverages and limits are in place for all the company's assets and operations;
 - Ensuring insurance claims are filed in a timely and organized manner;
 - Ensure the CEO is advised of any claims against the company that have any materiality or bear significant risk to the business.
- Develop and maintain effective and healthy relationships with key stakeholders including (but not limited to) other employees, the CEO, the Board of Directors, the bank and any other lenders we may have at any time, our law firm, our insurance brokers, our third party auditing firm, and any other individual or entity necessary for the business to operate and meet its objectives;
- Act as on Officer of the Company (Treasurer) and as an advisor to the Board of Directors; and,
- Attend quarterly Board of Directors Meetings and Board Finance Committee Meetings and provide all requested presentations and information related to the financial performance and health of the company.



Qualifications

- Bachelor's degree in business, management, or a related field; CPA designation;
- At least 10 years of financial management experience, with 5 years in a senior leadership capacity;
- Proven experience managing financial risk, cash flow, and investments;
- Expertise in financial compliance, tax laws, and regulatory requirements;
- Expert knowledge of financial reporting, budgeting, and strategic planning;
- Exceptional leadership, communication, and problem-solving skills;
- Ability to work in a fast-paced, growth-oriented environment; and,
- Experience in shipping, logistics, or service industry is an asset but not required.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Partner Group Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps stakeholder interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary above \$200K, variable compensation, and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

Julian Manchon or Greg Longster

LEADERS INTERNATIONAL EXECUTIVE SEARCH

#880—609 Granville Street

Vancouver, BC V7Y 1G5

Phone: (604) 688-8422

Email: connect@leadersinternational.com

Leaders
INTERNATIONAL

Executive Search