



LUTHERCARE
COMMUNITIES

OPPORTUNITY PROFILE

Chief Financial Officer

About LutherCare Communities

Since 1955, LutherCare Communities (LCC) has been committed to enriching the lives of Saskatchewan residents through compassionate care, quality housing, and community-based services. As a trusted, values-driven organization, LCC provides a continuum of care that supports individuals throughout every stage of life, fostering environments where residents and clients can continue to live with dignity, purpose, and connection.

Serving communities across Saskatchewan, LCC operates within a complex and evolving environment that brings together charitable and business operations, multiple funding models, extensive capital assets, and a broad network of partners and stakeholders. Guided by its mission, vision, and values, the organization is committed to delivering exceptional care while continually strengthening its ability to meet the changing needs of those it serves.

As LCC looks to the future, it remains focused on building the organizational capabilities, leadership, and financial stewardship necessary to support sustainable growth, operational excellence, and continued service to the communities that depend on it.

Our Vision

A safe and caring Continuum of Living™ for those we serve.

Our Mission

To provide excellence in care, shelter, and support in a caring Christian environment for all entrusted to our care.

Our Values

Compassionate Care - Looking not to our own interests, but to the interests of others, we will exemplify compassion, kindness, and respect to promote the dignity of every person entrusted in our care.

Excellence in Serving - Serving the vulnerable through person-centred care, we will exemplify excellence in fostering servant leadership to demonstrate grace, hope, faith, love, justice, joy, and peace.

Inclusion and Belonging - Recognizing God's image in one another, we will foster a sense of belonging while honouring diversity within a caring, inclusive, and collaborative community.

Integrity - Trusting in God's grace, we will honour our commitments of love and service in our decisions and actions.

To learn more about LutherCare Communities, visit www.luthercare.com

The Opportunity

The Chief Financial Officer (CFO) is a key member of the Executive Leadership Team, providing strategic financial leadership, enterprise-wide advice, and trusted decision support to advance LutherCare Communities' mission, strategic priorities, and long-term sustainability. Reporting directly to the Chief Executive Officer (CEO), the CFO serves as a collaborative business partner who connects financial stewardship with strategy, operations, risk, and organizational performance.

Beyond providing financial leadership, the CFO has a unique opportunity to shape how Finance enables organizational performance and enterprise decision-making. Working in close partnership with the CEO, Executive Leadership Team, and Board of Directors, the CFO will help translate strategic vision into practical execution by strengthening the organization's financial capabilities and supporting informed, confident decision-making across the enterprise.

A key priority for the incoming CFO will be leading the continued evolution of the finance function. This includes advancing the implementation and optimization of SAP while strengthening the systems, processes, and disciplines that enable effective financial planning, reporting, governance, and organizational insight. Success will be measured not simply by implementing new tools, but by building a finance function that delivers meaningful business intelligence, supports operational excellence, and creates long-term organizational value.

The successful candidate will also play an integral role in supporting LutherCare's long-term sustainability by evaluating strategic opportunities, capital investments, and organizational initiatives through sound financial analysis and thoughtful business counsel. Equally important is the ability to simplify complexity—translating financial, operational, legal, and technical information into practical insights that empower leaders to make informed decisions with confidence.

This opportunity calls for a leader who understands that meaningful transformation is achieved through people. The successful candidate will know how to challenge the status quo while respecting the organization's culture, balancing innovation with stability, and building trust through collaboration, clarity, and empathy. They will foster Finance's evolution into a valued strategic partner, strengthening organizational capability while positioning LutherCare Communities for continued success.

Key Roles & Responsibilities

Enterprise Leadership

- Provide enterprise-wide financial leadership that advances LutherCare Communities' strategic priorities and long-term sustainability.

- Partner with the CEO and Executive Leadership Team to develop and execute organizational strategy.
- Champion enterprise governance, accountability, and corporate risk management.
- Lead strategic initiatives that strengthen organizational performance and stewardship.

Strategic Business Partnerships

- Enable informed organizational decision-making through strategic financial insight and practical business advice.
- Evaluate strategic opportunities, investments, and partnerships through sound financial analysis and business case development.
- Translate complex financial information into practical recommendations that support executive decision-making.
- Strengthen financial understanding across the organization to support confident, evidence-based decisions.

Stakeholder Engagement & Executive Communication

- Build trusted relationships that strengthen collaboration, transparency, and organizational confidence.
- Foster collaborative partnerships with the Board, government, funding partners, auditors, financial institutions, and community stakeholders.
- Communicate complex financial and business matters with clarity and credibility.
- Navigate sensitive issues with professionalism, sound judgement, and transparency.

Portfolio Leadership & Organizational Capability

- Build the people, culture, and organizational capability required to support long-term success.
- Lead the Finance and Building & Facilities Management Divisions.
- Develop leaders through coaching, succession planning, and professional development.
- Foster a culture of accountability, collaboration, innovation, and continuous improvement.

Financial Strategy, Planning & Decision Support

- Lead financial planning and performance management to support responsible stewardship and organizational success.
- Oversee budgeting, forecasting, capital planning, and financial reporting.
- Deliver meaningful financial analysis, scenario planning, and strategic insights that support executive and Board decisions.

- Align financial resources with organizational priorities, operational needs, and long-term sustainability.

Financial Planning, Growth & Sustainability

- Strengthen LutherCare Communities' long-term financial sustainability by supporting strategic growth, investment decisions, and organizational planning.
- Lead long-range financial planning, business modelling, and investment analysis.
- Assess strategic growth opportunities, partnerships, and business initiatives through comprehensive financial evaluation.
- Ensure financial, operational, and risk considerations are integrated into organizational planning and resource allocation.
- Apply real estate and acquisition expertise to evaluate opportunities, guide investment decisions, and support responsible growth and long-term financial sustainability

Systems, Data & Financial Modernization

- Lead the modernization of LutherCare Communities' financial capabilities by strengthening systems, data, reporting, and technology-enabled decision-making.
- Provide executive leadership for the continued implementation, stabilization, and optimization of SAP and related financial systems.
- Advance reporting, forecasting, dashboards, data governance, and organizational analytics.
- Champion technology-enabled improvements that enhance efficiency, governance, and enterprise decision-making.

Enterprise Risk, Governance & Stewardship

- Provide executive oversight for enterprise risk, governance, and compliance while safeguarding the organization's financial integrity and reputation.
- Strengthen governance frameworks, financial controls, policies, and enterprise risk management practices.
- Oversee legal, contractual, insurance, audit, and regulatory compliance matters.
- Ensure organizational resources, assets, and risks are managed responsibly in support of LutherCare Communities' mission and long-term sustainability.

The Person

Qualifications & Education Requirements

The ideal candidate brings executive experience, financial expertise, and leadership capability required to guide a complex, mission-driven organization through growth, modernization, and long-term sustainability.

Required Qualifications

- Chartered Professional Accountant (CPA) designation.
- Bachelor's or Master's degree in finance, accounting, business, or a related field.
- Minimum of fifteen years of progressive financial leadership experience, including senior executive leadership within a complex, multi-stakeholder organization.
- Demonstrated success partnering with CEOs, Executive Leadership Teams, and Boards to support organizational strategy and performance.
- Extensive experience leading financial strategy, budgeting, forecasting, reporting, enterprise risk management, and financial stewardship.
- Proven success developing high-performing teams and building organizational capability.
- Experience leading financial systems modernization or enterprise technology initiatives; SAP experience is considered a strong asset.

Preferred Experience

- Experience working within healthcare, seniors' care, housing, not-for-profit, or other complex, highly regulated environments.
- Experience working collaboratively with federal and provincial governments, funding agencies, and external partners.
- Demonstrated success building respectful and collaborative relationships with First Nations, Métis, and Indigenous communities and organizations.
- Experience operating within mission-driven organizations balancing service excellence with financial sustainability.

Knowledge, Skills & Attributes

Strategic Financial Leadership – Aligns financial stewardship with organizational strategy, bringing sound judgement, business acumen, and enterprise thinking to support long-term sustainability and organizational performance.

Executive Partnership & Influence – Serves as a trusted advisor to the CEO, Executive Leadership Team, and Board by simplifying complexity, providing thoughtful counsel, and enabling informed decision-making through credibility, collaboration, and clear communication.

Financial & Commercial Acumen – Applies strong financial and business insight to evaluate opportunities, balance risk, strengthen organizational performance, and support responsible stewardship of resources.

Organizational Transformation – Leads modernization through systems, technology, and process improvement while balancing innovation with empathy, building trust, and fostering organizational readiness for change.

People Leadership – Develops engaged, high-performing teams by fostering accountability, collaboration, continuous learning, and values-based leadership while building capability across the organization.

Stakeholder Engagement– Builds trusted relationships with governments, funding partners, First Nations, Métis, and Indigenous communities and organizations, community partners, and external stakeholders through integrity, respect, and effective communication.

Governance & Stewardship – Promotes a culture of accountability, transparency, and responsible governance while ensuring effective risk management and the sustainable stewardship of organizational resources.

Compensation

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

Express Your Enthusiasm

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 Anurag Shourie or Jessica Park at apply@leadersinternational.com, indicating the job title in the subject line.

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