



Employment Opportunity

Chief Financial Officer

Department:	Finance
Posting Date:	October 24, 2025
Location:	Garden Village, Nipissing First Nation
Schedule:	Full Time – 35 hours per week
Job type:	Permanent
Vacancies:	One (1)
Reports To:	Chief Executive Officer
Salary Wage:	\$99,244.60 – \$ 130,967.20

Nipissing First Nation is seeking a strategic and experienced **Chief Financial Officer (CFO)** to lead our financial operations and help drive the long-term success and sustainability of our Nation.

As a key member of our leadership team, the CFO will work closely with Chief and Council and the Chief Executive Officer to guide financial strategy, planning, and decision-making. This role oversees all aspects of financial management, including budgeting, accounting, audits, purchasing, and forecasting, while ensuring transparency, accountability, and compliance across the organization.

If you are a collaborative leader who values integrity, innovation, and community-driven impact, we invite you to bring your expertise to Nipissing First Nation and help shape a strong financial future for our Nation.

What You'll Do in the Role

- Provide strategic financial planning, forecasting, and fiscal policy direction to support NFN's strategic goals.
- Develop and implement multi-year financial frameworks and revenue plans.
- Oversee long-term capital planning, debt management, and reserve management.
- Advise the CEO, and Council on financial risks and opportunities
- Ensure the accuracy, transparency, and integrity of NFN's financial statements and reporting systems
- Supervise the preparation of annual operating and capital budgets, forecasts, and variance analyses.
- Monitor cash flow, investments, and compliance with funding agreements.
- Ensure audit readiness and coordinate with external auditors.
- Lead corporate operational functions including finance, procurement, and contract management.



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- Establish policies and internal controls to strengthen corporate accountability and efficiency.
- Oversee technology and administrative systems supporting financial processes.
- Promote process improvements and cross-departmental service delivery.
- Identify and pursue new revenue sources, including grants, contributions, and partnership opportunities.
- Provide financial oversight and governance support for NFN business enterprises and joint ventures.
- Collaborate with the CEO to ensure business operations align with Nation priorities
- Oversee or support feasibility studies for new ventures and funding initiatives
- Develop and maintain financial policies aligned with legislation, funding agreements, and best practices.
- Support Council, the Finance & Audit Committee, and the CEO through accurate reporting and recommendations.
- Ensure compliance with NFN Financial Administration Law (FAL) and related regulatory standards.
- Oversee preparation of quarterly and annual financial performance reports for Council.
- Lead, mentor, and develop Finance and Corporate Operations staff
- Foster a culture of transparency, accountability, and collaboration.
- Support the Nation's overall strategic direction by promoting sound financial governance across departments.
- Represent NFN in external financial forums and intergovernmental partnerships
- Act in the CEO role when requested
- Oversee implementation of taxation initiative within a First Nation.

♥ ♥ Reasons to Join Nipissing First Nation

At NFN, we don't just offer a job, we offer a purpose-filled career in service to our community. Our workplace is one where learning is encouraged, growth is supported, and our culture is celebrated.

- ✓ Work with a passionate team rooted in community values
- ✓ Be part of an inclusive, supportive work culture
- ✓ Competitive salary and defined contribution pension plan
- ✓ Comprehensive benefits package – medical, dental, vision, life, and disability
- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities



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Vacation Time:

Start with three (3) weeks of vacation, plus enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

Additional Leave:

We offer better-than-average leave benefits to support your health, wellness, and work-life balance.

What You Bring to the Table

- Must hold a Chartered Professional Accountant (CPA) designation in good standing.
- Must have an undergraduate degree in Business, Commerce, Accounting, or a related field; a Master of Business Administration (MBA) is considered an asset.
- Minimum of five (5) years of senior financial management and accounting experience in a First Nation or Indigenous government or comparable public-sector environment.
- Minimum of ten (10) years of progressive supervisory or management experience, including responsibility for financial planning, budgeting, and reporting functions.
- Proven experience in public-sector financial management, including budget preparation, audit coordination, forecasting, and variance analysis.
- Comprehensive understanding of NFN's Financial Administration Law (FAL), Indigenous Services Canada (ISC) and Canada Labour Code requirements, and Generally Accepted Accounting Principles (GAAP).
- Demonstrated ability to ensure compliance with funding agreements, legislation, and audit standards.
- Proficiency with Sage 300 (ACCPAC) and other enterprise financial management systems; advanced knowledge of Excel and financial modeling tools.
- Proven ability to lead, mentor, and develop a multidisciplinary finance team, promoting accountability, collaboration, and continuous improvement.
- Strong contract administration and monitoring experience, including financial controls, risk management, and due diligence processes.
- Demonstrated skill in strategic financial planning, policy interpretation, and advising senior leadership and Council on fiscal strategy.



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- High-level analytical, organizational, and problem-solving skills with exceptional attention to detail and accuracy.
- Ability to translate complex financial information into clear, concise reports and presentations for varied audiences.
- Strong interpersonal and communication skills, with the ability to build effective relationships and convey information with tact, diplomacy, and discretion.
- Demonstrated integrity, confidentiality, and commitment to upholding the principles of good governance and financial accountability.
- Cultural awareness and respect for Nipissing First Nation's values, governance structure, and community-driven approach to decision-making.

Application Deadlines and How to Apply

Nipissing First Nation follows a structured and fair hiring process. Please identify your eligibility clearly in your application.

Round 1 – Closing November 7, 2025.

Only open to registered Nipissing First Nation members.

(Round 1 applicants will be considered at this stage.)

Round 2 – Closing November 14, 2025.

Only open to spouses and children of registered NFN members and registered members of other First Nations.

(Round 2 applicants will be considered at this stage.)

Round 3 – Closing November 21, 2025.

Open to all applicants (status and non-status).

Posting will remain open until the position is filled.

If you are excited by this opportunity and want to make a meaningful impact with Nipissing First Nation, please submit your **cover letter and resume** to:

 **resumes@nfn.ca**

 **Deadline: 4:30 p.m. on the date assigned to your eligibility round**



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Are You a Member of NFN?

Nipissing First Nation is deeply committed to the training, development, and employment of our members. ***We strongly encourage NFN members to apply,*** even if you don't meet every qualification. Your lived experience matters, and we consider all aspects of your background in the hiring process.

As per Section 24(1)(a) of the *Ontario Human Rights Code*, preference will be given to First Nation applicants. ***Miigwech to all applicants for your interest. Only those selected for an interview will be contacted.***