

Vice President, Finance

Coulson Aviation

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Candidate Profile

Priority Criteria

- 1 Experience:** The successful candidate brings 10+ years of experience in progressively senior positions in an accounting or finance role with specific operational or cost accounting experience, including at least 8 years in a management or leadership role. Has been responsible for all aspects of a finance department and advising management. Preferably, has worked in a family-owned business and possesses sound knowledge of the aviation or the international aerial firefighting industry.
- 2 Education:** Bachelor's degree in business or finance combined with a CPA designation.
- 3 Technical Expertise:** Advanced knowledge of finance systems. Has demonstrated the ability to lead the accounting and control processes within a large and complex organization. Possesses expertise in the areas of accounting theory and standards, business planning, budgeting, and taxation.
- 4 Leadership:** A highly collaborative, engaged and inspiring leader and mentor with prior experience leading change and effectively developing strong teams that are committed to adding value and supporting financial and operational objectives. Able to recruit, develop, inspire, and lead a high-calibre team in the achievement of objectives and goals. Demonstrated ability to improve organizational performance by using effective interpersonal skills, cooperating on joint projects with other groups and acting as liaison between departments.
- 5 Change Agent:** Proven leadership in organizational or process change. Has demonstrated their ability to develop and implement strategies that result in driving systems and process improvements that enhance efficiency, productivity and access to valuable and reliable financial information.
- 6 Business Acumen:** Highly strategic with business acumen. Proven ability to develop and execute on business plan and bridge any finance, accounting, or regulatory change requirements to the business needs. Proven ability to collaborate with cross-departmental and multiple business unit groups. Excellent organizational and priority-setting skills, and acute attention to detail.
- 7 Communication:** Demonstrated relationship building skills with the ability to communicate verbally, in writing and through presentations with a wide variety of stakeholders at varying levels. Able to clearly explain and articulate financial issues to a variety of audiences with varying degrees of accounting knowledge. Internally, can engage people across the organization and foster buy-in to new ideas and concepts. Externally, is an effective and credible spokesperson for Coulson Aviation.
- 8 Character:** Self-confident. Thrives in a fast-paced environment. Approaches all tasks with a positive, can-do, solutions-driven attitude. Balances optimism with a pragmatic approach that focuses on "how can it be done?". Is known for their integrity and ethics. Has no pretense and will roll-up their sleeves and do what it takes to get the job done.
- 9 Values:** Fully aligned with the family values and entrepreneurial spirit that have made the Coulson Group the success it is today.

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