



Chief Financial Officer and Executive Director of Corporate Services

The Halton Regional Police Service contributes to the safety and well-being of more than 620,000 residents in Halton Region, which includes the Towns of Milton, Halton Hills and Oakville, and the City of Burlington. It is our continual pursuit of excellence that keeps Halton at the forefront of policing and as a leader in the public safety arena. Through upstream approaches, partner collaboration, training, community engagement and a strong focus on inclusion and diversity, we have been able to maintain Halton's status as the safest Canadian municipality with a population of 100,000 or more. This is exemplified through deep collaboration between our growing team of over 1,100 members and our residents, businesses, non-profit organizations, and municipal governments.

Your Opportunity to Make a Difference

As our new **Chief Financial Officer (CFO) and Executive Director of Corporate Services** you are a highly accountable finance executive, who will bring broad expertise across all facets of the finance function and can manage a combined operating and capital budget of over \$250 million in an ever evolving and increasingly complex Public Safety environment.

You will bring over a decade of progressive leadership experience and have expertise in financial controls, reporting and planning. Most importantly you will be highly analytical and business-savvy and able to combine strategic thinking with operational excellence, while effectively communicating financial insights to senior leadership, our Board, and external stakeholders. With a track record of building and developing high-performing teams, you will excel at talent development, fostering collaboration, and driving accountability.

As a key member of the Senior Management team, the **CFO and Executive Director of Corporate Services** will report directly to the Deputy Chief of Police and play a central role in supporting the organization's direction. As both the financial and corporate services leader for the organization, you will be a proactive, dynamic, forward-thinking leader responsible for driving financial strategy, identifying operational efficiencies, improving organizational performance, while ensuring long-term financial sustainability. As the CFO and Executive Director of Corporate Services you will manage and oversee financial functions, including accounting, reporting, budgeting, forecasting. In addition, as part of the Corporate Services responsibility you will also provide leadership to the Capital Asset Management/Facilities, Fleet, Purchasing and Inventory management teams while overseeing the development and implementation of associated short and long-range strategies.

Ideal Qualifications:

- **Leadership in finance:** Minimum 10 years of progressively responsible and diverse experience in finance including senior leadership within a large, complex organization preferably in the public sector. Experience with finance and a CPA is a critical must have.
- **Strategic Acumen:** Strategic thinker, with experience in the development and implementation of short and long term strategic, multi-year financial and business plans; including the ability to work with executive leadership, Boards, committees and Associations.
- **Finance:** Expert level knowledge and experience with current practices related to operating and capital budget planning, accounting, internal controls, financial reporting and forecasting, ideally in a public sector environment.

- **Critical Thinking and Financial Forecasting:** Ability to identify and solve problems; ability to interpret complex and diverse information including investigation and resolution of financial variances, preparation of forecasts and financial models.
- **People Leadership:** Leadership and interpersonal skills to direct staff, provide advice and guidance to all levels including senior management in a unionized environment.
- **Corporate Services:** A solid understanding of Capital Asset Management/Facilities, Fleet, Purchasing, Inventory Management.
- **Engagement and Partnership:** Experience engaging others, building consensus and delivering strategies, common solutions and results.
- **Legislation:** An understanding of the related legislation, regulation and funding models in the broader public sector; prior knowledge of the policing or municipal environment is an asset.
- **Diversity Equity and Inclusion:** A commitment to the principles of DEI.
- **Communications:** Excellent written and oral communication skills; experience in reporting complex financial information to stakeholders at all levels.
- **Education:** Bachelor's degree with a major in finance, business or a related field and a CPA in good standing; MBA or a master's education in a relevant field preferred.

What we Offer

- **Compensation and Benefits:** A competitive salary plus a comprehensive benefits package, and OMERS pension.
- **Work-Life Balance:** Enjoy a combination of exciting projects and healthy work-life balance in a supportive business setting.
- **Growth Opportunities:** Expand your leadership skills as you develop and mentor a talented team, with the chance to grow your career within a supportive and evolving municipality.
- **Influence and Impact:** You'll be at the forefront of major organizational improvement initiatives, supporting our organization by providing strategic financial insights and efficiencies to improve operations that will sustain the organization into the future.
- **An Organization That Cares:** Be part of a vibrant organization with a strong sense of identity, engaged members and shared purpose to improve community safety.

How to Apply

To explore this opportunity please apply via email by May 23rd, 2025, or **sooner to careers@waterhousesearch.net** quoting project **HRPS-CFO**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Amy Oliveira at 416-214-9299 x4, amy@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.