

# YW Calgary

## Chief Financial Officer

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Position Description

March 2021





## THE ORGANIZATION

Our client, YW Calgary is the largest and longest serving women's organization in Calgary supporting women to gain control of their lives, achieve economic stability and live free from violence. Their mission is to intervene, empower and lead when and where women need them most. Their 110 year history in the community has established their advocacy and responsive reputation to the real needs of women. YW Calgary believes healthy women and healthy families lead to thriving communities. They strive to foster a workplace of choice that is equitable, diverse and inclusive for people committed to measurable impact.

YW Calgary is continuing to advance its strategic direction through capital investment, innovation for funding and social enterprise revenue streams, cross-sector collaboration and digital transformation to expand their critical operations as well as elevate their role as one of the province's leaders of evidence-based service to vulnerable women and their families.

For more information on the YW, please visit their website at [www.ywcalgary.ca](http://www.ywcalgary.ca).



Click to play video in browser



## THE ROLE

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YW Calgary is looking for their next great Executive Team member. The successful candidate will have demonstrated their abilities at collaborating internally with a talented team of colleagues and direct reports as well as building external strategic partnerships. They will be a seasoned executive with a history of success in providing organizational financial oversight, idealizing and delivering on business innovation and supporting significant capital development projects. Comfortable with ambiguity and complexity in funding sources, they will be skilled at balancing a people-focused organization with numbers and are up for the challenge of being a part of the team that is setting the course for YW Calgary's long term success as part of the fabric of the Calgary community and province.

Reporting to the Chief Executive Officer, the Chief Financial Officer ("CFO") is accountable for all financial matters of the YW Calgary by providing strategic financial advice and expertise. The CFO will ensure due diligence and financial reporting compliance in a complex and changing environment. The CFO will provide strong, accurate financial data and analyses, streamlining processes and working closely with other leaders as well as the Chair of the Finance & Audit Committee of the Board of Directors. Alignment of long and short term financial strategy, reporting, policies, procedures and infrastructure to support organizational decision-making needs to ensure the organization remains fiscally sustainable, efficient and accountable is a key outcome of this role.

### **Responsibilities:**

- Development, implementation and ongoing oversight of medium and long term financial and capital strategy;
- Management of capital financing, investments, banking relationships, capital debt policies and cash flow to ensure long-term fiscal sustainability;
- Integrated business planning approach including developing and supporting long term funding models aligned with the achievement of YW Calgary's vision and mission; support these through the creation and proposal of scenarios, business models and frameworks that enable the rest of the organization to do their best work;
- Advance social enterprise investment and opportunities to create independent revenue streams and fiscal sustainability;
- Partner in establishing cross-sector collaboration, identifying and delivering on merger and acquisition synergies as well as back-house support capacity and service delivery consolidation;
- Ongoing financial planning, budgeting and reporting as required to share information supporting decision-making and to meet the needs of YW Calgary's stakeholders; and
- Shared and integrated organizational leadership, influencing a small team of talented professionals in integrating with their colleagues across horizontal organizational boundaries.

## THE CANDIDATE

### Core Competencies:

The following experience and skills are desired for the role:

- A Bachelor's degree in Business or a similar field of study;
- CPA Designation with a minimum of 8-10 years post designation experience;
- At least 3-5 years of progressive experience in an executive level financial leadership position; experienced and comfortable reporting to an Audit and Finance Committee;
- Demonstrated ability to develop and execute financial and operational strategies for organizations on a growth trajectory;
- Strong knowledge in financial and operational reporting and analyses and demonstrated ability to interpret financial information and provide sound strategic financial advice;
- Budgeting, forecasting, and strategic planning experience;
- Experienced success in significant capital investment projects;
- Knowledgeable of complex non-profit financial structures;
- Familiar with a variety of business models and frameworks and able to apply in diverse settings;
- Ability to inspire confidence and support through excellent communication skills;
- Ability to deliver exceptional results; consistently meets performance expectations and expects others to do the same;
- Experienced in leading people and the financial resources to achieve social impact; proven ability to develop, lead, challenge, motivate and inspire a best in class team of talent;
- Advanced knowledge and implementation of financial systems and reporting tools.

### Personal Characteristics:

- **Strategic:** A strategic thinker with innovative ideas and big picture perspective; strong business acumen and proven ability to prioritize key issues and bring solutions to the table.
- **Results Driven:** Results driven and accountable; demonstrates an action-oriented and can-do approach; a self-starter who is persuasive, intuitive, and exercises professional judgement, maturity, integrity and diplomacy.
- **Collaborative Team Player:** Enables and empowers the team around them; service-mentality; values transparency in process and outcomes; truly believes we do our best work together; self-aware and comfortable engaging others as necessary to ensure the best possible results; strong leadership skills and management presence with the ability to interface across all functional areas of the organization and with all stakeholders to achieve organizational objectives.
- **People Leadership:** Through the lens of equity, diversity and inclusion, builds high-performing teams and develops talent where individuals are engaged and committed to achieve their best. Uses learning organization principles for growth, innovation and change agility.
- **Cultural Fit:** Self-aware; holds a perspective of what is possible - commitment to opportunity, progress, and a belief that things can get better; embraces continuous improvement and innovation in self, others and YW Calgary's work; takes bold, courageous action - dreams big; open to new ideas & ways of doing things; a person of unquestioned integrity whose personal conduct both on and off the job reflects favourably upon themselves and the organization.



## CONTACT US

**Susie Besler - Principal**  
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Susie joined Pekarsky & Co. as a Principal in April, 2016. She brings with her a diverse background in the executive recruitment, healthcare and professional services industries. Prior to joining Pekarsky & Co., Susie worked as a Search Manager with Conroy Ross Partners, since acquired by Optimum Talent, where she specialized in the recruitment of finance and accounting leaders for organizations in Calgary.

Susie draws from her experiences as an entrepreneur, Chartered Accountant and Registered Nurse to bring both technical and business understanding to each client engagement. As a CA herself, Susie naturally leads the majority of Pekarsky & Co.'s senior finance and accounting searches though she has enjoyed the opportunity to branch into executive and operational C-Suite recruitment as well. She is known to her clients and candidates for her dedicated professionalism, business acumen and expertise in matching talent to client needs.

Susie holds a Bachelor of Commerce degree from the University of Calgary and a Nursing Diploma from the University of Alberta Hospital School of Nursing. Upon obtaining her business degree, Susie articulated with KPMG in Calgary where she served clients in the oil and gas, agriculture and manufacturing industries for four years before earning her Chartered Accountant designation.