



Controller

Halton Hills Hydro Inc. (HHHI) is the electric distribution utility servicing over 22,500 homes and business across a 281 sq. km service territory that comprises the Town of Halton Hills. The Halton Hills group of companies includes Halton Hills Hydro, Halton Hills Community Energy Corporation, SouthWestern Energy and Quality Tree Service. At Halton Hills Hydro, safety for our employees and the community is our number one priority; we care about our work, our customers, and our business. We have a commitment to delivering quality service and each member of our team has a responsibility to help one another achieve success and satisfaction on the job, experiencing one of the highest growth models in all of Ontario. HHHI is regulated by the Ontario Energy Board (OEB).

We are looking for a dynamic individual with exceptional financial and accounting expertise with attention to detail. Working in both regulated and non-regulated business environments, the Controller provides leadership to develop direct and indirect reports and role models the brand behaviours of Relentless Incrementalism, Innovation, with Commitment to Excellence.

Reporting to the Chief Financial Officer, this position is responsible for the day-to-day accounting function for Halton Hills Hydro and its affiliates. This includes financial reporting and analysis, forecasting, payroll, accounts payable, accounts receivables, fixed assets and job costing. The Controller is also responsible for organising and coordinating the preparation of the annual operating and capital budgets for the group of companies, plan and lead the year-end audit, and in collaboration with IT manage the security and controls of the financial system. The Controller also serves as a financial resource to all of the organisation's departments.

QUALIFICATIONS:

- A CPA professional accounting designation together with a minimum of ten (10) years of, preferably regulated electrical industry, experience in a management position;
- Working knowledge of IFRS and Ontario Energy Board Regulated Accounting Principles;
- Demonstrated leadership and motivational capabilities with a commitment to continuous improvement, customer service, frontline leadership, and teamwork principles are necessary;
- Must possess superior interpersonal, problem-solving, organisation and communication (verbal, written & presentation) skills together with the ability to maintain professional and effective working relationships with customers, staff and outside agencies;
- M&A experience will be considered an asset;

- Hands-on experience with Great Plains-Microsoft Dynamics ERP system an asset;
- Advanced skills level with MS Office applications (Excel, Word, Access, and PowerPoint).

Responsibilities include:

- In collaboration with the team, ensures that all monthly, quarterly and annual financial statements, capital reports, and forecasts for Halton Hills Hydro Inc., and affiliates are produced on a timely basis;
- Monthly variance analysis reporting, investigating and explain differences between planned and actual financial results;
- Manage the development of the annual operating and capital budgets for the group of companies;
- Manage the annual yearend audit process from the preparation of working papers to consolidated financial statements and notes disclosures;
- Corporate tax returns working papers;
- Statutory deductions remittance compliance including OMERS reporting;
- Implementing internal financial procedures process controls and reporting systems;
- Establishing and reviewing material and labour overheads; departmental costing and cost allocations;
- Leading by example through the application of our Corporate Mission Statement in daily activities;
- Planning and supervising of department activities including, hiring, training, monitoring, mentoring, and motivating staff;
- Innovate – engage colleagues and find new ways to work and gain efficiencies;
- Stay a step ahead – make it a priority to be in-tune with changes in technology and industry news;
- Communicate – stay informed of company events, industry news and advancement in technologies;
- Develop analytical tools to support business decisions and drive continuous improvement;
- Actively participates and contributes to industry associations.

Other Success Factors:

- You are a collaborator, build high-performing teams and develop effective stakeholder relationships;
- Your excellent analytic skills, track record of influencing senior business leaders, and strong executive presence will serve you well in taking on this exciting opportunity;
- Has built and continues to build highly productive relationships internally and externally with an industry presence;

- Discipline in planning and execution, uses data and analytics to drive evidence-based decisions;
- Personal agility and responsiveness fueled by a sense of urgency;
- Takes initiative and sees challenges as opportunities, always looking around corners to anticipate people and customer needs;
- Leverages technology to drive quality, efficiencies, and high value services;
- Be a safety leader and act in compliance with all legislative and regulatory Occupational Health & Safety Act.

Halton Hills Hydro offers:

- ✓ A total compensation package that includes:
 - Targeted performance incentive;
 - Comprehensive health, dental, and insured benefits through MEARIE;
 - Mandatory participation in OMERS pension program;
 - Substantial paid vacation and statutory holidays;
- ✓ Working in an environment with a strong commitment to safety;
- ✓ Training and development support and opportunities;
- ✓ Potential for a variety of projects of various sizes.

To become a member of our team, please forward your covering letter and resume via email to:

Aman Sodi, Director, Recruitment
Summit Search Group
aman.sodi@summitsearchgroup.com

When applying for the position, please quote "HHH Controller" in the subject line.

Closing Date: Until filled

Check us out on our website www.haltonhillshydro.com

Halton Hills Hydro Inc. is an equal opportunity employer. Accommodation is available under the *Human Rights Code* and the *Accessibility for Ontarians with Disabilities Act*. Applicants need to make their required accommodations known in advance.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.