



[APPLY HERE](#)

CHIEF FINANCIAL OFFICER

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu and Inuit of this province. Learn more about the territory acknowledgement [here](#).

ABOUT MEMORIAL

Perched on Canada's North Atlantic coast, Memorial University is a destination for discovery. Memorial University is home to more than 18,000 students from 127 countries and 3,600 faculty and staff who learn, teach, research, create and engage in a vibrant and diverse academic community. As the only university in the province of Newfoundland and Labrador, Memorial has five campuses throughout the province and one in England, with a special obligation to provide teaching, learning and research opportunities that are locally relevant and internationally significant. From classics to advanced technology, Memorial offers certificate, diploma, undergraduate, graduate and postgraduate program options. A global network of more than 100,000 accomplished alumni throughout the world strengthens Memorial's capacity and reputation for leadership in research, teaching and public engagement. For more information about this dynamic institution, visit <https://www.mun.ca/>.

THE OPPORTUNITY

Memorial University is seeking a dynamic and experienced Chief Financial Officer (CFO) to join our senior leadership team. The CFO will provide strategic leadership and oversee all financial operations of the university. The CFO will also ensure the institution's financial health and sustainability while supporting the university's mission to advance teaching, research, and public engagement. Memorial is seeking a strategic and innovative leader who possesses strong financial acumen and a deep understanding of the complexities of public sector finance in higher education.

KEY RESPONSIBILITIES

Reporting to the Vice-President (Administration, Finance, and Advancement), the CFO will lead several teams of professionals in the areas of financial services, financial reporting, budget, investments, pensions, strategic procurement, and administration. The CFO will develop and

implement financial strategies to support the university's mission and goals; oversee budgeting and financial planning; ensure transparent budgeting practices; lead financial reporting, internal controls, and compliance with regulatory requirements; foster a culture of excellence, collaboration, and continuous improvement in financial services; provide strategic advice to the Executive and Board of Regents on financial matters; oversee financial risk management and fraud prevention initiatives; collaborate with academic and administrative units to optimize financial performance and resource utilization; oversee strategic procurement processes ensuring effectiveness and compliance with legislation and sustainability goals; engage in investment strategies to maximize returns and support the university's long-term financial goals, including the university's pension fund; work closely with the university's leadership team to align financial strategies with institutional priorities and goals; and champion financial sustainability initiatives, including the development of long-term financial plans, identifying new revenue streams, and implementing cost-saving measures to ensure the university's financial resilience and sustainability. The CFO will also embrace technology to enhance efficiency and streamline processes.

CORE COMPETENCIES

As a strategic and visionary leader, you empower people, motivate teams and have experience fostering collaboration, establishing effective structures, and allocating resources. You have led transformation and change, and you embrace innovation with an instinct towards continuous improvement. Your integrity, excellent communication skills and results orientation foster trusting relationships with both internal and external partners and inspires the team you lead. You are an accomplished senior financial leader with significant experience in a post-secondary or public institution or a similarly complex environment. You embrace the complex and multifaceted world of a university engaged in teaching and learning, research, and public engagement. Your leadership is integral to our team, and we value your commitment to inclusivity and excellence. Working with leaders across the institution, you will be a leader committed to reconciliation and decolonization, Indigenization, equity, diversity, inclusion, and anti-racism.

CANDIDATE PROFILE

A Chartered Professional Accountant (CPA) designation is required. Preference will be given to CPA candidates with a graduate-level degree in business, finance, accounting or a related field.

You have a minimum of 10 years of progressively responsible experience in financial reporting, demonstrating a strong track record of strategic financial leadership and effective management of complex financial operations. You are a strong analytical thinker with excellent problem-solving and decision-making skills, excellent communication skills with the ability to discuss financial analysis with many different audiences, and excellent interpersonal skills. You demonstrate the

ability to collaboratively build relationships with key partners internally and externally through listening and transparency. You demonstrate commitment to integrating reconciliation, decolonization, Indigenization, and equity, diversity, inclusion and anti-racism (EDI-AR) principles in leadership.

An equivalent combination of education and experience will be considered.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Memorial University is committed to employment equity, diversity, inclusion and anti-racism and encourages applications from all qualified candidates, including: women; people of any sexual orientation, gender identity or gender expression; Indigenous Peoples; visible minorities and racialized people; and people with disabilities. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey. Memorial is committed to providing an inclusive learning and work environment. If there is anything we can do to ensure your full participation during the application process, please contact equity@mun.ca directly and we will work with you to make appropriate arrangements.

SALARY \$172,026 - \$226,350 (Leadership Group)

(There will be a 2% increase to the above salary range effective April 1, 2025)

PENSION AND EMPLOYMENT BENEFITS

Memorial University is dedicated to fostering a rewarding work environment with a competitive [compensation and benefits package](#). Key features include a defined benefit pension plan, which offers retirement pensions based on your best five-year average salary, years of service, and a 2% accrual factor.

Memorial's comprehensive group insurance program automatically covers eligible employees with Basic Group Life Insurance, Dependent Life Insurance, Basic Accidental Death and Dismemberment Insurance, Long Term Disability Insurance, Supplementary Health Plan, Dental Plan, and a Travel Health Plan. Additionally, optional plans, such as Term Life Insurance, Accidental Death and Dismemberment Insurance, and Spousal and Dependent Child Term Life Insurance, are also available.

Annual leave and various leave options are offered for illness, injury, or life changes. Memorial University prioritizes employee wellness through programs like the Preferred Rate Program, Health Improvement Program (HIP), Workplace Mindfulness Program, and Employee Assistance

Program. Additionally, Memorial supports professional development with opportunities, such as an academic credit course program for eligible employees, free access to SkillsBuild, IBM's digital training platform, and regular webinars for ongoing learning.

TO APPLY

To submit your application including your letter of interest and CV, please apply by November 19, 2024. Please reach out to leadershiprecruitment@mun.ca if you have any questions. It is anticipated that first interviews will occur shortly after closing, and if necessary, second interviews shortly thereafter.

YOUR PERSONAL INFORMATION

Memorial University respects the privacy and confidentiality of the personal information provided to us in the application process. All personal information is collected under the authority of the Memorial University Act (RSNL 1990 c M-7) for the purpose of identifying and recruiting candidates, assessing applicant qualifications and maintaining records pertaining to the administration of employment with Memorial University.