



Job title	<i>Financial Controller</i>
Reports to	<i>Chief Operating Officer</i>
Date	<i>May 6, 2026</i>

About PFN Group of Companies:

PFN Group of Companies Inc. is a Pasqua First Nation–owned economic development corporation holding a diversified portfolio of operating businesses across defense and aerospace manufacturing, agriculture, and strategic investments.

PFN Group’s companies plays a critical role in supporting long-term economic sustainability, governance excellence, and reinvestment for the Nation.

PFN Group is committed to strong financial stewardship, transparency, and building institutional capacity that supports self-determination and community prosperity.

Position Overview

The **Controller** is a senior financial leader responsible for overseeing the financial operations, reporting, and controls across **PFN Group of Companies and its subsidiaries**. This role works closely with Executive Leadership, operating company management, and external advisors to ensure accurate financial reporting, sound internal controls, effective cash management, and strategic financial insight.

This is an exciting opportunity to join our team and have a big influence on how PFN re-structures our accounting departments and reports as we hit our next phase of growth.

The Controller plays a key role in supporting board reporting, audits, forecasting, and long-term financial planning consistently with PFN Group’s governance structure and reinvestment mandate.

The successful individual must be dynamic and have an analytical and strategic skill set. Must be able to successfully manage and set accountability for accounting and procurement.

The ideal candidate will have experience in workflow optimization and automation. PFN Group and it’s subsidiaries recently started to implement automation into it’s processes.



The Controller is responsible for directing and managing the PFN Group of Companies and its subsidiaries accounting functions, including establishing and maintaining accounting controls, practices, and procedures as well as the preparation of financial statements and reporting to executive management and externally. The Controller also maintains the company's accounting systems and implements changes as required.

Responsibilities

- Direct responsibility for accounting and reporting for Pro Metal, Paskwa Farms and PFN Group of Companies.
- Manage and oversee the accounting operations encompassing payroll, accounts payable, and accounts receivable functions.
- Responsible for accurate and timely financial information.
- Maintain and continuously improve accounting systems, processes and policies
- Responsible for the preparation of monthly financial statements, working papers and external reporting to banks, government institutions etc. ensuring all reporting requirements are met.
- Responsible for government filings (Ex. GST Returns, PST Returns, WCB Returns etc.).
- Ensure receivables are collected as per company standards.
- Managing and keeping current Budgeting and forecasting models on a monthly basis.
- Provide financial information and analysis to management to support operational decisions and the direction of the company.
- Weekly cash flow reporting and forecasting on a 10-week rolling forecast.
- Weekly Key Performance Indicator Reporting to Management.
- Provide financial analysis of all departments to ensure profitability and feasibility.
- Improve the profitability of operations by contributing with business advice and solutions.
- Ensure all physical backup documentation is in place and organized to support financial information.
- Responsible for the hiring, training, supervision and mentoring of accounting and purchasing staff.
- Assist in completion of grant application and reporting.
- Work with external auditors at year end and ensure documentation is in order.



Core Competencies

- Strategic and analytical thinker
- High level of integrity, discretion, and accountability
- Strong communication skills—able to explain financial information to non-financial leaders
- Detail-oriented with the ability to manage complexity across multiple entities
- Alignment with Indigenous economic development and long-term Nation-building objectives

Qualifications

- 7+ years of full cycle accounting experience including financial statement preparation and management presentation.
- CPA designation is preferred
- Have excellent communication and be able to mentor and influence accounting staff.
- Experienced in presenting to management and participating at a high level in strategic and financial sessions.
- 3+ years' experience at a management level in accounting department of an SME
- Advanced skills in Microsoft Excel
- Experience with Board of Directors and Executive
- Proficiency in ERP and accounting systems
- Experience in a manufacturing environment will be considered an asset.
- Experience with manufacturing accounting systems is considered to be an asset.
- Ability to see the big picture and contribute to overall business operations and strategic planning.
- Must have a valid drivers license and reliable transportation.
- Canadian Citizenship or Permanent residency.
- Pass a security assessment and provide a criminal record check due to Pro Metal's defense Controlled Goods designation.

Direct reports

- Intermediate accounting staff



PFN Group of Companies

Email your cover letter and resume to sarah@pfngroupinc.com, **by Friday, May 22, 2026**. Only those who are authorized to work in Canada and are selected for an interview will be contacted. Thank you for your interest!