

Head of Finance and Revenue Operations

Pay: CA\$150,000.00 - CA\$200,000.00 per year

Job description:

Who We Are:

Our mission is to create safety solutions that bring peace of mind.

For 25 years, we have been leaders in baby safety (Levana) and DIY security space (Defender), creating ground-breaking consumer electronics that bring peace of mind to millions of people all over the world. We sell directly through brand websites, Amazon, and through retail partners like Walmart and Costco.

Over the last few months, we have been transitioning the business model to SaaS through cloud subscriptions, as well as entering the professional grade security camera category.

Empowered with the freedom to try new things and see our ideas come to life, it's our entrepreneurial spirit and relentless drive to produce superior customer experiences that ensure ETI is constantly growing the Levana and Defender brands.

Who you are:

As the successful candidate, you are capable of being a strategic business partner to the Chief Executive Officer and the Management Team at large. You understand business value enhancement and risk management, and provide excellent guidance, counsel, analysis, and recommendations on a broad range of business, financial, and operational issues. Skilled and confident, you ask tough questions in a team-oriented and respectful manner. You are respected for your business savvy, sound judgment, and ability to challenge thinking and perspectives, and have a track record of implementing quality standard operating procedures and structures. As a team member, you are highly adaptable in an ever-changing and fast-growing work environment. If you are passionate about your work, thrive when given a high level of responsibility from day one, and are eager to join a fast-paced growing consumer technology organization, then this is the role and organization for you.

Key Responsibilities

General and Operations

- Direct and oversee all aspects of the financial and operational accounting functions of the organization as well as treasury and taxation. A key contributor to all organizational operations.
- Support the CEO and Management Team in major decision-making processes and transactions.
- Lead efforts to automate processes, improve quality, and efficiency.
- Provide recommendations to improve financial and operational controls, processes, and governance of the finance team its related functions.
- Establish and maintain solid relationships with internal and external stakeholders.
- Provide leadership, direction, and management of the team.

- Risk and controls – oversee internal controls over financial reporting requirements over areas of responsibility and provide recommendations to the CEO.

Accounting and Control

- Optimize Microsoft Dynamics 365 Business Central through improving integrations, as well as automating all processes that need to be rehailed.
- Oversee and enhance the preparation of all financial reporting: management of monthly and yearly financial closings, and related reporting and analyses.
- Oversee and report on treasury and cash management, ensuring cash flow is appropriate for the organization's operations.
- Ensure timeliness, accuracy, and usefulness of financial and management reporting and timely issuance of financial statements.
- Review and oversee finance procedures and tools.
- Develop performance measures and monitoring systems that support the company's strategic direction and day-to-day operations.
- Ensure that adequate internal controls are in place and compliance is effective with Empowerment Technologies' standards and applicable regulatory laws and rules.
- Oversee corporate and indirect taxation and manage relationships with tax experts.
- Ensure that record keeping, and financial and tax information meets all legal and regulatory requirements.
- Lead the financial audit and serve as the liaison between the Auditors, the Finance team, and the CEO.

Team Development/Leadership

- Build an accounting and revenue ops team from the ground up. And build the processes to support them.
- Promote a culture of high performance and continuous improvement that values learning and a commitment to quality.
- Promote a culture of business partnership and support.

Experience and Education

- Microsoft Dynamics 365 Business Central, Power BI and Shopify.
- MBA in accounting or Finance and a CPA, CA designation.
- Eight to fifteen years' minimum experience in accounting or finance, including management experience building, mentoring, and leading an accounting team. Experience leading broader operations teams an asset.

- Financial Planning, budgeting, forecasting, analysis.
- Excellent knowledge of international financial reporting standards, accounting principles and practices, financial reporting, and costing, pricing systems.
- Deep Experience optimizing ERP systems from a logic perspective for financial reporting and analysis purposes. Coding experience would be an asset
- Strong in the technology side of systems (i.e., Python coding).
- Experience working with data platforms, information systems, and analytics.
- Demonstrated effectiveness in leading teams.
- Experience supporting a senior management team.

Why Join Us?

Join a fast-growing company where your contributions have a direct, visible impact every day.

- Competitive salary
- Full benefits package starting after just 60 days
- Paid time off with no waiting period
- Be part of a purpose-driven team focused on growth and development

Job Types: Full-time, Permanent

Benefits:

- On-site parking
- Paid time off
- Relocation assistance
- Vision care

Work Location: In person