

## Financial Controller

### Who we are

Halwell Mutual is a policyholder owned, financially secure, community-based Property & Casualty insurer; one of a group of Mutual companies forming a strong partnership across the province. We have been insuring the property assets of rural and urban policyholders in Guelph and surrounding area through a dedicated network of independent brokers for more than 160 years, with a Gross Written Premium base of over \$30 million.

### What we offer

- Freedom and autonomy to work on new and interesting things
- The opportunity to make an impact on a well-established and fast-growing organization
- A flexible, fun and supportive culture that's a certified Great Place to Work™ and was named a Best Workplace™ for Mental Wellness and Financial Services & Insurance 2022
- Meaningful work in an organization that maintains a strong link to community and truly puts people first by "caring to the core"
- Competitive compensation package, including salary, benefits & pension, Annual Incentive Plan, learning & development opportunities, and generous paid time off



### The position [LEVEL 1](#) [2](#) [3](#) [4](#) [5](#) [6](#)

The Financial Controller is a hands-on leader reporting to the Vice-President, Finance and is responsible for managing the overall financial operations of the organization. They will provide accurate information to the Executive Team and Board of Directors, including analysis, budgeting, forecasting, cash management, investments, reinsurance and financial and regulatory reporting. The Financial Controller will be responsible for directing and managing the company's accounting functions, including establishing and maintaining accounting principles, practices, and procedures as well as the preparation of financial statements and reporting. This position offers the potential to develop into a senior Executive role in future years and is a key hire for our organization.

### What you have

- Demonstrated ability to manage financial operations effectively by overseeing accounting functions, leading and developing a team of financial professionals
- Maintain, monitor and implement appropriate controls enabling the delivery of compliant, timely, high-quality financial regulatory reporting for internal and external stakeholders
- Strong business acumen with the confidence to identify and drive continuous improvement (knowledge of insurance accounting and understanding of the profitability drivers behind P&C insurance products would be considered an asset)
- Clear communication, interpersonal and technology skills necessary to collaborate effectively in a hybrid environment
- Knack for building lasting relationships with key external partners (reinsurers, investment and banking partners and external auditors)
- Superb organization and sense of urgency to work to deadlines independently
- Understanding of corporate governance and appreciation for maintaining a strong internal control environment; promotes high standards of business conduct and ethical behaviour at all times
- Advanced knowledge of Office365 (especially Excel, Outlook)

- A post-secondary degree or diploma in a related field plus a CPA designation (or equivalent combination of education and experience)
- More than 10 years' related experience with at least 5 being in a managerial or leadership position

### What we are looking for

We are looking for an experienced finance professional with a growth mindset and a well-developed set of tools in their toolbelt that they are ready to apply to make an immediate positive impact on our company. As a permanent, full-time member of our leadership team, you may work primarily remotely but must be willing to come into our office in Guelph a minimum of once per week. If you thrive in a supportive hybrid team environment and are seeking meaningful employment with an innovative organization that truly values its staff **apply today!**

### How to apply

Apply online at <https://halwell.applytojobs.ca/>. The successful applicant will be subject to applicable background screening, including professional references and criminal background check. We thank all applicants for their interest, however; only those selected for screening will be contacted.

### Our Values

#### **Take Initiative.**

When you face challenges and see that work needs to be done, do something, say something, try something.

#### **Respect.**

Acknowledge and respect that we are all individuals on the same team.

#### **Be Courageous.**

Speak up, it's OK to disagree and ask questions. Identify opportunities to grow, even if it's uncomfortable.

#### **Iterate.**

Plan, try, learn, repeat. Take calculated risks, do your homework first, and reflect on your experience to learn and grow.

#### **Make an Impact.**

We all want to make a difference. You have something amazing to offer the world, and we want to see our team do just that.

### Accessibility Statement

*Halwell Mutual is an Equal Opportunity Employer that is committed to inclusive, barrier-free recruitment and selection processes in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If contacted for an employment opportunity, please advise Human Resources if you require accommodation for testing, interview, or employment purposes.*