Job Title: Director, Finance

Competition Number: CORP-67-26	**Department:** Corporate Services
Posting Category: Open	**Division:** Finance
Job Type: Full-Time	**Affiliation:** Non-Union
Site: City Hall	**Location:** CA-ON-Thunder Bay
Min: CAD $151,897.87/Yr.	**Max:** CAD $178,703.41/Yr.
Pay Band: 14	**Number of Positions:** 1
Effective Date: October 16, 2024	**Supersedes Date:** July 4, 2023
Posted Date: November 19, 2026	**Post End Date:** December 10, 2026

The **City of Thunder Bay** provides exceptional quality of life to those who live, work, and play in Thunder Bay – a culturally vibrant, economically diverse community with a metro population of over 120,000. Located on the north shore of Lake Superior, under the protective watch of the Sleeping Giant, Thunder Bay is rich in people and resources, and connects Northwestern Ontario to the world. We value our high quality of life and promote a clean, green, beautiful, and healthy community that provides economic opportunity, respects diversity, and provides affordable and safe neighbourhoods that are accessible to all.

The City of Thunder Bay is a place where art, culture and nature come together!

Lead Financial Strategy. Strengthen Stewardship. Support Organizational Success.

At the City of Thunder Bay, **Our City Runs on People Like You**. Together, we are building a workplace where everyone belongs, where your financial leadership, strategic insight, and commitment to public service help ensure the responsible stewardship of public resources and support the delivery of services that residents rely on every day.

Thunder Bay offers more than a fulfilling career. With its natural beauty, affordability, and strong sense of community, it's a city where you can grow personally and professionally while contributing to meaningful work that supports the future of our community.

Where Financial Leadership Supports Strategic Decision-Making

As the **Director, Finance** and **Deputy City Treasurer**, you'll provide corporate-wide financial leadership and expert advice on budgeting, financial reporting, investments, reserves, borrowing, accounting, and fiscal policy. Serving as a trusted advisor to the City Manager, Commissioner, Council, senior leadership, you'll help support informed decision-making, long-term financial sustainability, and effective stewardship of public resources.

Leading an experienced Finance Division, you'll oversee critical financial functions, guide the development of financial strategies, policies, and reporting frameworks, and contribute to major organizational initiatives. This is an opportunity to shape the financial practices that support municipal

services, strategic priorities, and the City's long-term success while fostering a culture of accountability, innovation, and continuous improvement.

How You'll Lead the Finance Team

In this role, you will provide strategic leadership and direction for the City's financial operations while ensuring compliance with legislative requirements, professional accounting standards, and corporate objectives. You'll also have the following accountabilities:

- Directs the preparation and control of the annual Corporate operating and capital budgets.
- Oversees and co-ordinates the completion of all accounting records, including year-end; provides direction to City departments on policies and procedures.
- Oversees the establishment, maintenance, management and accounting of Reserves and Reserve Funds.
- Prepares information, reports, letters and memoranda to the City Manager, Commissioner, Mayor and Members of Council; attends Council/Committee meetings, public hearings, community and other public meetings as required; makes presentations and provides recommendations on matters pertaining to the Division.
- Liaises with and responds to inquiries from internal divisions/departments, other municipalities and levels of government/agencies, community and user groups, agencies, banks, auditors and the general public as required; maintains appropriate media relations on issues of community and corporate concern.
- Participates as a member of the Corporate Services Department Leadership Team by providing input into Department organizational and operational reviews, human resource management, budget issues, technical matters and major issues management. Also participates by providing input into the identification and development of Departmental policies, strategic initiatives, projects, and priorities.
- Leads the Finance team in the day-to-day administration of the Division.
- Develops, plans, and implements short and long-range Divisional goals and objectives consistent with the Department's strategic initiatives, projects, and work priorities, ensuring the highest level of service possible within available funding.
- Develops, administers, and maintains Divisional policies and procedures, standard practices and instructions covering systems and procedures within the Division, consistent with Corporate and Departmental objectives.

What You Can Count On With Us

We're proud to offer a workplace where your well-being, growth, and sense of purpose come first. As the **Director - Finance**, you'll enjoy:

- A matching pension plan to help you build long-term financial security
- Comprehensive health, vision, and dental coverage, plus life insurance for peace of mind
- Generous paid vacation and holidays, with the option to purchase additional leave days when you need more time off
- Access to a confidential Employee and Family Assistance Program (EFAP) and wellness initiatives to support your overall health
- Leadership development and tuition reimbursement programs, so you can continue to grow your skills and career
- A culture of recognition and appreciation, with staff events and programs that celebrate your contributions

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What You'll Bring to the Team

Here's what will help you succeed as the **Director - Finance**:

- Degree in business administration, commerce, or a related discipline, together with a professional accounting designation; and

- Minimum of eight years' progressively responsible management experience in municipal finance or business management
- Experience in a management capacity in a large, unionized government or private sector organization
- Experience in business management, planning, budgets, and finance
- Experience in the various components of human resource management
- Knowledge of and ability to interpret applicable legislation and related regulations and municipal by-laws

For a Detailed Job Description, Click Here

Lead Finance. Guide Strategic Decisions. Apply Today.
Ready to take the next step in your leadership career? Join the City of Thunder Bay as **Director, Finance** and help guide the financial strategies, policies, and decisions that support responsible growth, sustainable service delivery, and organizational success.

General Information:

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

ONTARIO HUMAN RIGHTS CODE: It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

ACCOMMODATION: Reasonable accommodations are available upon request for all parts of the recruitment process.

PRIVACY: Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866