

POSITION: MANAGER OF FINANCIAL SYSTEMS, TECHNOLOGY & ACCOUNTING

Nestled along the eastern shores of stunning Vancouver Island, the Town of Ladysmith is home to approximately 9,000 residents and offers the perfect blend of small-town charm and connected living. With a warm, welcoming community, exceptional recreation and amenities, and a scenic natural setting, the Town provides an outstanding quality of life. Residents enjoy year-round outdoor adventures, vibrant community spaces, and the convenience of being a short commute to the services and opportunities of an urban centre.

ABOUT THE OPPORTUNITY

The Town is seeking an innovative and collaborative leader to join its management team as Manager of Financial Systems, Technology & Accounting. Reporting to the Director of Financial Services, this key leadership role oversees financial operations, enterprise systems, information technology, payroll and benefits, and cybersecurity services. The successful candidate will drive operational excellence, digital transformation, and continuous improvement while supporting sound financial stewardship, informed decision-making, and exceptional service delivery across the organization.

SUMMARY OF SPECIFIC ACCOUNTABILITIES**Financial Systems & Business Operations**

Provides leadership and oversight for the Town's financial operations, business systems, payroll administration, and financial reporting functions. Leads the development, implementation, and continuous improvement of financial processes, controls, and systems that support sound fiscal management, regulatory compliance, operational efficiency, and informed decision-making. Supports long-term financial sustainability through budget planning, financial analysis, reporting, and stewardship of municipal resources.

Information Technology & Digital Services

Oversees the delivery and strategic direction of information technology services, enterprise applications, cybersecurity initiatives, data management, and digital solutions. Works with internal departments, external service providers, and technology partners to maintain secure, reliable, and effective systems that support municipal operations, service delivery, business continuity, and organizational resilience. Identifies opportunities to leverage technology to improve efficiency, collaboration, and customer service.

Project Delivery & Organizational Improvement

Leads and participates in corporate projects, technology implementations, process improvements, and organizational change initiatives. Evaluates business needs, identifies efficiencies, and advances modernization efforts that enhance service delivery, strengthen business processes, and support the achievement of organizational objectives. Promotes innovation and the effective use of data, systems, and technology to improve organizational performance.

Governance, Risk & Resource Management

Supports the development and administration of departmental budgets, procurement activities, contracts, policies, and operational plans. Establishes and maintains appropriate financial controls, cybersecurity safeguards, risk management practices, and governance frameworks to protect organizational assets, ensure regulatory compliance, and support responsible decision-making. Monitors emerging risks and trends within municipal finance, technology, and public sector administration.

People & Relationship Leadership

Provides leadership, supervision, coaching, and guidance to staff within Financial Services and Information Technology. Builds and maintains positive working relationships with Council, senior leadership, employees, auditors, consultants, vendors, and external partners. Fosters a culture of accountability, collaboration, service excellence, continuous learning, and innovation while supporting employee development and organizational success.

Strategic Leadership & Corporate Contribution

Contributes to the development and achievement of Council's strategic priorities and the Town's corporate objectives. Participates as a member of the management team, providing professional advice, recommendations, and analysis to support organizational planning, resource allocation, risk management, service delivery, and long-term sustainability. Ensures that financial, technology, and business service initiatives align with the Town's vision, values, and strategic direction.

Please view the [Job Description](#) for additional details related to the qualifications and responsibilities of this position:

The Town of Ladysmith offers a competitive salary and excellent benefits package, a supportive team-oriented work environment and opportunities for career and professional development.

Additional Information:

- Employees currently receive Wellness Initiatives, including use of facilities at Frank Jameson Community Center
- Hours of work: 35 hours/week
- Salary Range: \$115,089 - \$137,022
- Applicant must provide proof of legal eligibility to work in Canada

If you are interested in applying for this opportunity, please submit your combined resume and covering letter quoting competition #2026-39 by 4:00pm, November 23, 2026 to:

Trish McConnell, Manager of Human Resources

E-mail: careers@ladysmith.ca