

Manager of Financial Systems, Technology & Accounting

Opportunity Profile

November 2026

LADYSMITH

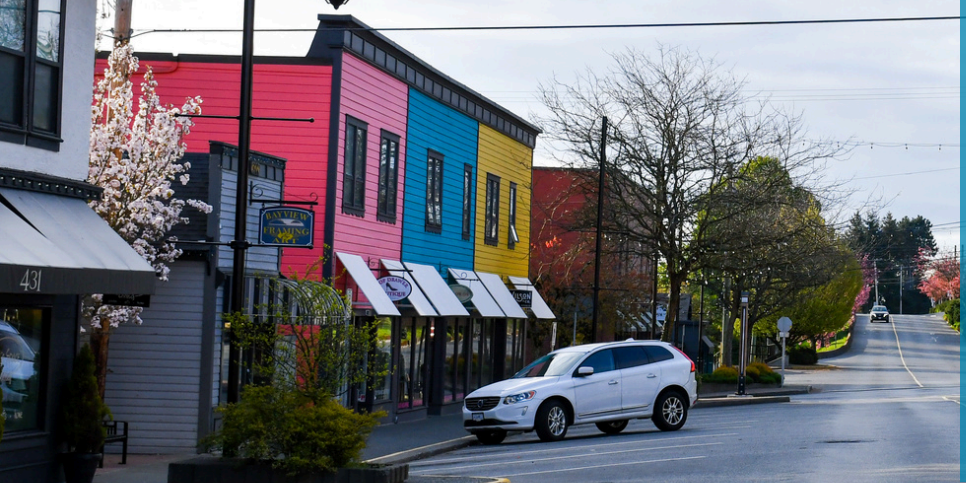


The Location

Ladysmith is situated on the 49th Parallel in the beautiful Cowichan Valley on Vancouver Island. Tucked in at the base of hillsides and fronted by the beautiful Ladysmith Harbour, our turn-of-the-century town is a highly sought-after place to live, work and play. Reason being, Ladysmith is full of small-town charm while offering a full complement of services and amenities, and it is just a short distance from the major cen-tres of Nanaimo, Victoria, and Vancouver.

Our location also offers world-class outdoor recreational opportunities; a renowned trail system through picturesque forests; first-class shopping and dining in the historic down-town area; and fun-filled waterfront activities at pristine Transfer Beach.

We are among the fastest-growing communities in British Columbia. Ladysmith's appeal as a highly unique and desirable community for people of all ages has been a major factor in the town's ongoing growth. Lastly, Ladysmith is known for its abundance of community spirit - share in the excitement at any of our legendary annual celebrations, such as the Festival of Lights in November or Ladysmith Days in August.



Why Work Here

Our team, across the entire organization is united by a shared commitment to purpose, balance and community. Our organizational values reflect the importance of courage, respect and integrity in everything we do.

We are all fully engaged in creating a safe, caring and well-managed work environment that reflects the quality and dedication of our people.

As your employer, we recognize the importance of work/life balance. The Town of Ladysmith supports employees through a competitive total rewards package that includes, vacation, comprehensive health, dental and vision benefits, wellness programs, including family and employee assistance programs, and the flexibility to manage personal and family-related matters.

We also recognize that enjoying your work and the people you work with is essential. At the Town of Ladysmith, we are continually growing and evolving, creating a motivating and dynamic work environment that keeps our community engaged and inspired. We are colleagues, mentors and friends.

Ladysmith's Mediterranean-like climate offers dry, sunny summers and mild winters, making it a liveable and loveable place to work, play and call home.

To learn more about the Town of Ladysmith visit our website at:
www.ladysmith.ca and tourismladysmith.ca/



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.







Accountabilities

Summary of Specific Accountabilities (please see job description for more specific details):

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.

Stragetic 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.



The Requirements

Please view the Manager of Financial Systems, Technology & Accounting Job Description for additional details related to the qualifications and responsibilities of this position:
https://www.ladysmith.ca/city-hall/careers-volunteering/current-vacancies

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 a covering letter quoting competition #2026-39 by 4:00pm, November 23, 2026, to:

Trish McConnell, Manager of Human Resources
E-mail: careers@ladysmith.ca