NIEFS
NORTH ISLAND EMPLOYMENT

Controller & Strategic Finance Lead
Full-Time

Campbell River Region
Campbell River

Monday November 16, 2026

$41+/ hour ($110,000.00 To $155,000.00 Annually)

Company: La-kwa sa muqw Forestry

Website: https://www.westernforest.com/careers/

Industry: Finance & Banking

Remote/Camp Based Job: No

How to apply:
Please apply directly at:
https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03e232f7-4ad2-44ca-9e5d-fa35c31b335a&ccId=19000101_000001&type=JS&lang=en_CA&jobId=522542

Expiry Date:
Monday, November 30, 2026

Details:
THE OPPORTUNITY La-kwa sa muqw Forestry (LKSM), is seeking a Controller & Strategic Finance Lead to join our team based in Campbell River, BC. This position offers the opportunity to lead the finance function and to be a driving force in how this business understands its own economics. This is the senior finance role, reporting to the General Manager and working directly with LKSM's Board of Directors. What You'll Do: The Controller & Strategic Finance Lead is accountable for the business' financial results, financial analytics, reporting, and control environment. You will lead and mentor a small accounting team and work closely with business leaders and partnership stakeholders as a trusted advisor on financial and business matters. Who You Are: You are a designated accounting professional with progressive experience, strong analytical and business judgement, and a collaborative leadership style. You can translate financial information into practical operational insight, build relationships across the organization, and help a growing business strengthen its financial capability. What We Offer: • Salary range of $110,000 - $155,000 based on skill level, qualifications, and experience • Annual incentive plan • Pension plan contributions – LKSM contributes 7% towards a pension plan, no matching required • Extended health and dental benefits – LKSM pays for 100% of the employee monthly premiums • 4

weeks’ vacation to start • Employee family assistance program • Financial support for learning and development opportunities Work Environment: This role is to be performed in person at our La-kwa sa muqw Forest Operation based in Campbell River, BC at our Menzies Bay Office. GROWTH & DEVELOPMENT La-kwa sa muqw Forestry is building a long-term partnership with meaningful opportunities for sustainable growth. The Controller & Strategic Finance Lead will play a significant role in strengthening the financial processes, reporting and decision support needed as the partnership continues to evolve. For a high-performing individual who develops a strong understanding of the partnership and its strategic priorities, the scope of financial leadership may broaden over time. This could create opportunities to contribute at progressively more advanced levels as the partnership's needs and future opportunities emerge. RESPONSIBILITIES • Financial analysis and decision support; • Provide the analytical foundation for margin improvement work, identifying permanent, measurable changes to the business operations and input costs; • Prepare ad hoc management reports and ensure the integrity of operational data feeding related business systems; • Lead the month-end closing process, including journal entries, the standard reporting package, account reconciliations, KPI tracking and Monthly Operating Report analysis and preparation; • Prepare and review weekly cost, revenue, inventory turns, EBITDA and KPI reporting and assist with key metric commentary for the General Manager; • Lead capital planning and tracking processes; • Lead and coordinate the annual planning process, quarterly forecasts, and monthly flash forecasting; • Provide financial and analytical support for capital projects and significant maintenance projects; • Support operations in making financial decisions that maximize performance; • Facilitate process reliability and optimization analysis; • Promote the standardization and streamlining of processes; • Ensure appropriate internal controls are in place and operating effectively; • Coach, develop, and mentor junior accounting team members and administrative staff; • Support compliance with corporate policies, procedures, and partnership reporting requirements. YOUR CAREER At LKSM, people are the foundation of success. Team members are offered dynamic career opportunities and the chance to collaborate with respected professionals across the forestry industry, all while pursuing individual growth and professional development. LKSM provides competitive total rewards - including compensation, benefits, and recognition - as well as diverse on-the-job training and continuing education, ensuring everyone has the support and skills to thrive. LA-

KWA SA MUQW OVERVIEW La-kwa sa muqw Forestry LP (LKSM) is an innovative forestry partnership jointly owned by Tlowitsis, We Wai Kai, Wei Wai Kum and K'ómoks First Nations, and Western Forest Products Inc. LKSM is dedicated to expanding economic opportunities, and meaningful participation of Indigenous communities in British Columbia's forestry sector. The name for the Partnership, La-kwa sa muqw Forestry (pronounced la-KWAH-sa-mook) means 'the wood of four' in the Kwak̓wala language. The operations of the Partnership cover approximately 157,000 hectares of forest land in the traditional territories of the Nations near the communities of Campbell River and Sayward on eastern Vancouver Island. The Partnership manages an allowable annual cut of 904,540 cubic metres of timber and includes a long-term fibre agreement to support Western's British Columbia coastal manufacturing operations. The partnership maintains industry-leading safety standards and is proudly certified under the CAN/CSA Z809-16 Sustainable Forest Management Standard.

Qualifications & Experience:

Education and Experience • University degree in Finance, Accounting, Business Management or a related discipline; • CPA designation; • Five or more years of experience in a financial or business services capacity; • Strong analytical skills and working knowledge of business systems and processes supporting auditable financial statements; • Experience in forestry or another natural resource industry is an asset. Skills, Knowledge and Required Competencies • Improvement-oriented, with a focus on identifying business and operating efficiencies; • Strong business acumen, analytical skills, and knowledge of full-cycle accounting; • Excellent written and verbal communication skills; • Strong working knowledge of Microsoft Office, particularly Excel, Outlook, Word, and PowerPoint; • Ability to meet tight deadlines, manage competing priorities and maintain accuracy; • Ability to work effectively at all levels of the organization and build strong relationships with operational employees and partnership stakeholders.
