



Great Lakes Copper is a copper tube mill producing a broad assortment of high-quality products, selling in both Canada and the States. We are based out of London, Ontario and have enjoyed servicing our clients for over 65 years. Great Lakes Copper Ltd. is the only fully integrated copper tube mill in Canada! Our products are essential; they keep patients breathing, they keep water flowing, they keep homes and business warm and cool, and they keep food fresh. .

We have a team to be proud of; a collaborative and productive team of people who meet customer needs. We have a solid track record and look forward to continued success.

JOIN US!

Position: Director of Finance and Purchasing

Purpose: This role is ideal for the person who wants to make a meaningful impact on the financial performance of the Company in various ways; both as a hands-on member of the Finance team and as an integral part of our leadership team.

This variety-filled role provides oversight of accounting operations and coaches a team that ensures day-to-day responsibilities are well-managed. Our Director of Finance is actively involved in providing guidance, reviewing data, submitting forecasts and reports, and implementing changes. As a strategic partner, the Director of Finance uses strong analytical skills to translate trends and insights, define and track performance indicators, and offer insights on alignment and areas requiring focus. This position will also have oversight of the purchasing department as well.

We provide:

- ✓ A stable, growing company
- ✓ A great team environment – where people work collaboratively with one another.
- ✓ A top-notch Profit-Sharing Pension Plan – participation starts at 3 months!
- ✓ Competitive wages
- ✓ A comprehensive medical, dental and insurance package
 - Available immediately!
 - Company pays full premiums
- ✓ Family and Employee Assistance Program through a leading provider
- ✓ Educational Reimbursement Programs
- ✓ An opportunity to be part of a successful team, where people add value and are valued.
- ✓ The chance to continue to grow and develop further.
- ✓ Project involvement
- ✓ Approachable and supportive leadership
- ✓ A commitment to safety
- ✓ Social activities
- ✓ An ability to influence and make a difference

Primary Responsibilities:

- Oversee the preparation and analysis of financial reports, budgets, and forecasts.
- Develop and implement financial policies and procedures to ensure compliance and efficient operations.
- Manage all accounting operations through others, including A/R, A/P, Payroll, Inventory, and Financial Analysis.
- Review and approve AR credit limits and holds.
- Manage Inventory & MRO annual physical inventory, reporting, related analysis, and adjustments.
- Engage in hedging activities (Metal & FX) as required.
- Coordinate and support annual income tax returns, and external and internal audits.
- Review contracts and manage vendor relationships to secure the best pricing and terms.
- Lead the purchasing function to ensure the timely acquisition of goods and services in alignment with the company's needs and budget.
- Monitor SOX compliance and ensure effective internal controls.
- Participate in the senior management meetings and provide regular updates on financial performance, trends, and key purchasing initiatives.
- Partner with other business leaders and the General Manager to identify connections between financial performance and specific measurable outcomes.
- Proactively offer financial insights that assist in strategic and operational decision making.
- Propose and plan improvements; then implement them.
- Analyze variances and provides explanations to management, with recommendations.

- Ensure the accounting-related administrative functions of the Profit-Sharing Retirement Plan (PSRP) are accurate and timely.
- Collaborate with business leaders and the General Manager on initiatives that may impact the overall financial performance of the Company.
- Provide leadership, mentorship, and training to staff to enhance their skills and effectiveness.
- Manage and develop the finance and purchasing teams, ensuring alignment with department goals and performance standards.
- Foster a collaborative work environment that encourages innovation and continuous improvement.
- Assist the General Manager with projects and reporting activities as requested.

You bring:

- A CPA designation with at least 15 years of progressive accounting and finance experience
- A university degree in Accounting/Business/Commerce
- A minimum of 5 years' experience managing team members
- A demonstrated ability to manage no direct reports through influence.
- Strong knowledge of financial reporting, budgeting, and forecasting processes
- Accounting experience in a manufacturing environment (preferred, but not necessary).
- Experience in purchasing, procurement, and vendor management
- Advanced level of Excel skills
- Experience working with a MRP systems.
- Understanding of FX and metal hedging.
- Familiarity with group reporting
- Strong analytical and problem-solving abilities, and a demonstrated track record of using it to inform the business and influence change.
- Demonstrated ability to identify improvements and support change, including automation of functions
- Seasoned communication skills (Verbal, written and listening)
- A collaborative team-player mindset with a tactful and positive demeanor
- Ability to manage a heavy workload and meet deadlines
- Demonstrated adaptability, integrity willingness to adjust priorities

Interested and qualified? We encourage you to apply by forwarding your resume to Accounting.recruitment@glcopper.com **within the position title in the subject line.** We appreciate all interest however only those chosen for an interview will be contacted.

As a general policy, Great Lakes Copper does not offer employment visa sponsorships upon hire or in the future.

Accommodations for job applicants with disabilities are available upon request during the interview process. To request accommodation during the recruitment process, please email Suzanne.Jaekel@glcopper.com or call (519)455-0770, ext. 285.