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**Our Mission:** We develop people, products, and sustainable solutions to serve our Agricultural, Landscape and Environmental communities.

**Our Vision:** To be the first choice by creating lifelong relationships.

**Our Values:**

- Integrity: We embrace an honest work ethic based on respect, loyalty, caring and trust.
- Excellence: We strive to provide the highest quality products and services.
- Innovation: We challenge ourselves to add value through creativity and continuous improvement.
- Community: We build lasting relationships through customer care, support, and encouragement.
- Teamwork: We work hard and play hard as a team celebrating our successes.

**Job Summary**

The Business Manager is responsible for overseeing the operational, strategic, and financial performance of the business and accounting department, with a key focus on managing the accounting team to ensure financial accuracy, compliance, and strategic alignment. This role involves developing business strategies, managing budgets, leading teams, ensuring compliance with Canadian regulations, and driving organizational growth. The Business Manager will oversee the accounting team to maintain robust financial systems, accurate reporting, and adherence to Canadian accounting standards.

**Key Responsibilities**

- **Strategic Planning:** Develop and implement business strategies to achieve organizational goals, integrating financial insights to drive profitability and growth.
- **Financial Oversight:** Manage budgets, forecasts, and financial performance, ensuring fiscal responsibility and alignment with business objectives.
- Oversee the accounting team, including hiring, training, and mentoring accountants and financial staff.
- Review, approve and distribute financial statements, ensuring accuracy and compliance.
- Oversee cash flow, accounts payable/receivable, and payroll processes, ensuring timely and accurate execution.

**Accounting Team Leadership:**

- Supervise and guide the accounting team in daily operations, including bookkeeping, tax preparation, and financial reporting.
- Set performance goals for the accounting team, monitor progress, and provide professional development opportunities.
- Implement accounting software or systems to streamline processes and improve efficiency.
- **Operational Management:**



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- Oversee daily business operations, optimize processes, and ensure performance targets are met.
  - **Regulatory Compliance:** Ensure adherence to Canadian federal and provincial regulations.
  - **Stakeholder Engagement:** Build relationships with clients, vendors, and financial institutions to support business and financial objectives.
  - **Performance Analysis:** Track key performance indicators (KPIs) for both operational and financial performance, identifying areas for improvement.
  - **Project Management:** Lead cross-functional projects, ensuring financial considerations are integrated into planning and execution.
  - **Market Analysis:** Analyze Canadian market trends and financial data to inform strategic decisions and identify growth opportunities.
  - **Reporting:** Provide detailed financial and operational reports to senior management team, highlighting performance, risks, and opportunities.

### Qualifications and Skills

Education: Bachelor's degree in Business Administration, Finance, Accounting, or a related field.

### Experience:

- 5+ years of experience in business management, financial oversight, or a related role in a Canadian context.
- 2+ years of experience managing an accounting team or supervising financial operations.

### Skills:

- Advanced financial acumen, including budgeting, forecasting, and financial statement analysis.
- Strong leadership skills with experience managing and leading others.
- In-depth knowledge of Canadian accounting standards and tax regulations.
- Proficiency in accounting software and business tools
- Excellent communication and interpersonal skills
- Analytical and strategic problem-solving abilities.

### Key Competencies

- Strong decision-making and financial analysis skills.
- Ability to lead and motivate a diverse team of people.
- Adaptability to Canada's dynamic business and regulatory environment.
- Commitment Denbow's mission and values
- Organizational and time-management skills in a fast-paced setting.

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Job Type: Full-time



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Pay: \$120,000.00-\$170,000.00 per year

Benefits:

- Company events
- Dental care
- Extended health care
- Life insurance
- On-site parking
- Profit sharing
- RRSP match
- Vision care

Schedule:

- Monday to Friday
- Overtime
- Weekends as needed

Language:

- English (required)

Work Location: In person