

# **CAREER OPPORTUNITY**

## **Accounting Lead (CPA)**

Are you interested in joining an organization that's passionate about helping Manitobans save energy, money, and the environment?

Efficiency Manitoba is our provincial Crown corporation focused on working with Manitobans to reduce electricity and natural gas consumption in homes, businesses, and communities across the province.

We're a dynamic, nimble, action-oriented, and transparent organization that fosters positive engagement, creativity, and diversity across our team and those with whom we work. With our purpose-driven culture and commitment to putting people first, we were selected as one of Manitoba's Top Employers in 2025.

We're recruiting for a full-time, permanent position of Accounting Lead (CPA).

### **POSITION OVERVIEW**

Under the general direction of and working in close collaboration with the Finance & Risk Manager, the position will be responsible for coordinating team members and providing mentorship and day-to-day leadership to the Efficiency Manitoba Accounting team. The Accounting Lead provides experience-based guidance and support in the accounts payable, accounting and payroll functions while providing excellent customer service, cross EM collaboration, and overall team contributions towards the achievement of Efficiency Manitoba's targeted goals and mandate.

Guiding a team, the Accounting Lead provides leadership on accounting operations and internal controls, overseeing and contributing directly to initiatives to enhance efficiency, strengthen controls and ensure compliance while leading, developing, and implementing processes and policies for the accounting and payroll functions. The selected candidate will confidently provide leadership to the Accounts Administrators and Accountant, while also executing on required financial reporting and operational requirements.

In carrying out the responsibilities, the successful candidate will monitor and review existing processes and work with team members to identify and implement continuous improvement strategies to ensure ongoing success. This key contributor at Efficiency Manitoba will possess a CPA designation, exceptional analytical and problem-solving abilities, along with strong organizational skills, high degree of initiative and experience in leading others.

## • **RESPONSIBILITIES**

- Oversee core accounting operations, including accounts payable, payroll and full-cycle accounting, ensuring the accurate, timely processing and compliance with public sector accounting standards, legislation, and financial policies, procedures, and internal controls.
- Perform financial analysis, forecasting, and budgeting activities; prepare quarterly forecasts and support the development and consolidation of the annual budget in collaboration with internal stakeholders.
- Prepare and oversee monthly, quarterly, and annual financial reporting, including variance analysis, financial statement support, and
  - respond to internal and external information requests.
- Coordinate and support external audit activities, including the
  - preparation of audit schedules and financial statement notes.
- Manage and continuously improve accounting systems and processes, including Efficiency Manitoba's Enterprise Resource Planning (ERP) and Human Resource Management systems; enhance controls and support the Customer Relationship Management/Demand Side Management (CRM/DSM) system integration, and coordinate programming assistance with external service provider.
- Promote and enable an organizational culture aligned with Efficiency Manitoba's strategic direction and goals. Actively participate in recruiting, developing, coaching, assessing, and leading a diverse and talented workforce aligned with Efficiency Manitoba's strategic direction, goals, and culture.
- Collaborate with cross-functional team members to plan and provide leadership and oversight in assessing the current state of core accounting processes, identifying existing pain points, and implementing prioritized, workable solutions that address business needs, ensuring process efficiency, and maintaining strong internal controls.
- Identify and lead the implementation of work process improvements to optimize the accounting team processes.
- Provide leadership and expertise to cross-functional teams to support accounting activities and financial reporting, ensuring alignment with organizational goals and objectives.
- Define and develop priorities and objectives for projects.
- Provide team oversight and work collaboratively with senior team members, technical leads, management and executive to support accounts payable operations, maintain strong internal controls, and sound financial management practices.

## REQUIREMENTS

- CPA designation required and minimum of four (4) years' experience in a senior accounting capacity performing functions similar to or equivalent with the responsibilities and meeting the requirements outlined above.

### Technical Competencies:

- Demonstrated knowledge of financial and cost accounting principles and practices.
- Demonstrated experience in financial reporting background, including financial statement preparation and review.
- Demonstrated ability in preparing and delivering information to senior level decision makers.
- Demonstrated ability to investigate and analyze problems and objectively discuss, present, and justify recommendations.
- Strong commitment to delivering key priorities in a deadline-oriented environment, with high attention to detail and a proven ability to plan, organize, prioritize, and manage multiple priorities while meeting deadlines and commitments.
- Experience with Sage 300 Accounting and HRMS system is an asset; alternatively, must demonstrate strong aptitude and a proven track record in quickly learning and adapting to new accounting software.
- Demonstrated experience with accounts payable operations, including oversight and identifying gaps and opportunities for process improvement, is an asset; alternatively, must demonstrate relevant accounting experience and the ability to assess and improve operational processes.
- A Payroll Compliance Practitioner (PCP) or Certified Payroll Manager (CPM) designation is an asset; alternatively, must demonstrate relevant payroll experience and knowledge of payroll compliance.
- Experience in public sector accounting is an asset; alternatively, must demonstrate transferable accounting experience and the ability to apply accounting standards in a regulated environment.

### Leadership Competencies:

- Demonstrated ability to coach, train, and mentor others in acquiring the above-listed technical competencies.
- Possess strong interpersonal, verbal, and written communication skills and a demonstrated ability to organize, mentor, lead, coordinate, and coach team members through full-cycle accounting, accounts payable, and payroll.
- Demonstrated ability to make recommendations and decisions aligned with strategic goals and objectives.
- Proven capability to drive and implement change through continuous improvement.
- Effectively facilitate cross organizational collaboration.

- Demonstrated diplomacy and tact with proven capability to work effectively in a team environment and communicate with all levels of internal and external stakeholders.

---

We're proud to provide and foster a supportive and team-oriented work environment. We offer a competitive compensation package, which includes a defined-benefit pension plan and access to a comprehensive health benefits plan. We provide the opportunity for virtual work arrangements and have a nine-day work cycle which normally results in every other Monday off.

The starting salary for this position will be commensurate with qualifications and experience; with candidates whose qualifications are closer to the minimum requirements for the position typically joining the organization at a salary nearer to the lower end of the range. The salary range for this position is \$80,030.32 to \$110,430.58 annually.

At Efficiency Manitoba, we're committed to creating and maintaining a safe, equitable, and inclusive work environment. Women, Indigenous peoples, persons with a disability, and members of visible minorities are encouraged to self-declare in their application. Reasonable accommodation is available to applicants who may experience a barrier arising from a protected characteristic(s) identified in The Manitoba Human Rights Code. Please let us know if you require accommodation during the recruitment process.

The ability to communicate in French, both verbally and in writing, is considered an asset for all positions at Efficiency Manitoba.

We encourage interested candidates to apply by emailing their application, including their qualifications and relevant experience, to [careers@efficiencyMB.ca](mailto:careers@efficiencyMB.ca) no later than **Wednesday, February 18, 2026**. Please reference the position title in the subject line of your email.

We thank all candidates who apply; however, only those selected for an interview will be contacted.

For more information about Efficiency Manitoba, candidates can visit our website at [efficiencyMB.ca](http://efficiencyMB.ca).