



Director of Finance

Location: Remote (Preference for candidates based in Montréal, QC or Winnipeg, MB)

Employment Type: Permanent, Full-Time

Application Deadline: June 30, 2026

About Raven Outcomes

Raven Outcomes (Raven Indigenous Outcomes Funds) is an Indigenous-led fund manager that puts Indigenous communities first. We use outcomes finance to fund meaningful solutions that work and keep all partners accountable. Our approach supports Indigenous leadership, local economies, and community well-being—now and for the future.

Position Overview

Reporting directly to the CFO and working closely with senior management across the group of entities including the Raven Impact Foundation (registered charity), the Director of Finance assists in the day-to-day financial operations while contributing to strategic planning, reporting, and governance.

Key Responsibilities

Day-to-day financial operations

- Execute full-cycle accounting across the group of organizations independently and accurately
- Prepare monthly financial statements, reconciliations, and variance analyses
- Manage cash flow, treasury, accounts payable/receivable, and banking relationships as required
- Process payroll and maintain compliance with employment and payroll obligations
- Ensure timely CRA filings, HST/GST returns, and T3010 charitable reporting as required
- Assist with external audits and year-end processes

CFO support & reporting

- Prepare board and senior management financial reporting packages — results, KPIs, and forecasts
- Support the CFO with budgeting, multi-year planning, and financial modelling
- Maintain internal controls, financial policies, and accounting systems independently
- Manage grant reporting, restricted fund tracking, and charitable compliance
- Prepare accessible financial summaries for stakeholders
- Uphold the values of accountability, transparency, and long-term thinking



Qualifications

Required Experience & Skills

- Preference given to those self-identified as First Nations, Métis, or Inuit
- CPA designation preferred (or near completion with substantial relevant experience)
- Minimum 5 years of progressive accounting or financial management experience
- Proven ability to independently manage full-cycle accounting across multiple entities
- Strong working knowledge of CRA regulations, payroll, and charitable compliance
- Highly organized, self-directed, and comfortable owning processes end-to-end without support staff
- Clear communicator – able to translate financial information for senior leadership and Boards

Preferred

- Experience in clean energy, infrastructure, or project finance environments
- An interest in investment fund structures, fund accounting, and investor reporting would be helpful
- Experience working with Indigenous governments, corporations, or organizations
- Knowledge of Indigenous economic development structures and benefit agreements
- Familiarity with federal and provincial Indigenous funding programs

What We Offer

- Competitive compensation commensurate with experience
- Comprehensive benefits package including extended health, dental, vision and health spending account
- A close working relationship with the CFO and direct visibility into strategic decision-making
- A front-row seat to Indigenous-led investment innovation in Canada
- Meaningful work contributing directly to Indigenous community prosperity and self-determination
- Culturally supportive and Indigenous-led work environment
- Flexible work arrangements (hybrid/remote considered for qualified candidates)

How to Apply

Please submit your résumé, cover letter and confirmation of Indigenous identity (as applicable) to alisa@ravenoutcomesfunds.com by June 30, 2026.

We thank all applicants for their interest. Only shortlisted candidates will be contacted.

We are an equal opportunity employer. In accordance with s. 16(1) of the Canadian Human Rights Act, preference will be given to Indigenous applicants. This posting constitutes a special program.