

Come work with us! We're looking for a **VP, Finance & Resources** who has a demonstrated record of financial oversight and analysis, as well as the ability to think strategically and contribute to an ambitious growth plan.

Shad is a transformational program designed to prepare students not just for the future of work but for the future of leadership. Over an immersive summer, students gain the confidence, mindset, and practical skills to tackle real-world challenges, from artificial intelligence to energy and food security. Combining STEAM-based learning with a focus on resilience and entrepreneurship, Shad inspires students to think big, take risks, and turn ideas into action — empowering them to shape their futures and the world around them.

About the Role

Reporting to the Chief Executive Officer, the Vice President, Finance and Resources will have oversight of all of Shad's financial strategy, planning and analysis. In addition to areas of direct responsibility, the VP will play a key role as part of the senior management team developing annual and multi-year strategic plans. The ideal candidate is a self-starter who takes ownership of their projects and is proficient in budgeting, strategic and financial analysis and operations oversight.

Shad Canada is in the midst of an ambitious growth plan to expand the number of opportunities for Canadian youth to benefit from our unique programming and we need an organized individual who can oversee financial reporting and manage resources, and who also has the ability to collaborate and think strategically.

This full-time role is based in Waterloo, Ontario. Remote work is not an option.

Specific responsibilities include:

- Preparation and oversight of Shad's annual budget
- Internal and external financial reporting
- Oversight of financial and operational processes
- Cash flow management
- Oversight of human resource activities and systems
- Leading Shad's strategic analysis of both existing and potential business opportunities
- Leading development of and reporting against Shad's key financial and operational metrics
- Liaising with the board of directors and board committees

The position will require extensive collaboration with Shad's marketing and communications, advancement, alumni, external relations and national programs teams.



About You

We are seeking an exceptional individual who has demonstrated the ability to contribute to an organization with an ambitious mandate. Success in this role will require a special mix of financial, operational and strategic qualities.

Successful candidates will bring to the role a combination of many of the following:

- Experience in a senior finance role
- Experience with the post-secondary sector
- Experience with the non-profit sector
- Experience preparing and overseeing external reporting
- Experience providing strategic analysis with respect to business or financial planning
- Experience with CRM, expense management, HR and accounting software
- Ability to speak and work in French considered an asset

Shad Canada offers a comprehensive compensation package including health and retirement benefits.

Shad Canada values the diverse and intersecting identities of its participants and team members. We believe that equity and diversity is an integral part of the Shad community and are committed to accessibility for all. We look for applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis and/or Inuit/Inuk, Black, racialized, a person with a disability, women and/or 2SLGBTQ+. All qualified candidates are encouraged to apply.

Interested applicants should apply to hr@shad.ca by **January 31, 2025**. Please include a cover letter along with your CV explaining why this position is of interest to you.

We thank all applicants but only those selected for an interview will be contacted.

