



WE'RE HIRING!

Manager of Financial Services

EMPLOYMENT STATUS: Regular, Full-time (37.5 hours per week)

EMPLOYEE GROUP: Exempt - Management

POSTING DATE: October 15, 2026

INTERNAL/EXTERNAL CLOSING DATE: October 31, 2026

POSTING: P#2026-10

ABOUT THE OPPORTUNITY

Lead, Develop, and Make an Impact

Are you ready to take the next step in your financial leadership career? The Town of Gibsons is looking for a **Manager of Financial Services** who is passionate about developing people, strengthening financial operations, and making a meaningful contribution to the community.

Reporting to the Director of Finance, you will lead a dedicated team of financial professionals, providing day-to-day direction, coaching, and development opportunities that help employees grow and succeed. You will play an important role in building team capacity, supporting professional development, and fostering a collaborative, service-focused work environment.

Beyond team leadership, you will oversee a diverse portfolio of financial operations, from accounting, payroll, and property taxation to financial reporting, grant compliance, and year-end audit preparation. You will have opportunities to improve processes, strengthen financial systems, and help ensure the Town's financial resources are managed responsibly and effectively.

Working closely with the Director of Finance, management, and Council, you will contribute to budgeting, financial planning, and informed decision-making that supports the Town's priorities and the community it serves.

If you are a collaborative leader who enjoys empowering others, solving problems, and turning financial expertise into meaningful organizational results, we invite you to bring your leadership to Gibsons.

ABOUT THE WORKPLACE

Located at the south end of the beautiful Sunshine Coast — just a short ferry ride from Vancouver — Gibsons is a picturesque seaside community of just under 5,000 residents. Known for its stunning views, active lifestyle, and commitment to sustainable practices, Gibsons has gained international recognition for its leadership in natural asset management. You can learn more about our [leadership in natural asset management here](#).



We offer a supportive and collaborative work culture, where team members are encouraged to learn, grow, and make a meaningful impact. Our new employee development program – *ELEVATE* – is designed to support individual growth, align team goals, and foster a culture of continuous improvement. Centered on employee success, *ELEVATE* strengthens our workforce and helps build a high-performing, future-ready team.

Just one of the many reasons why the Town of Gibsons is a great place to work. Come join us!

REQUIRED EXPERIENCE AND QUALIFICATIONS

- Related college diploma or university degree.
- Significant post-secondary accounting studies or advanced standing in the CPA program.
- At least three years of directly related local government experience including at least three additional years of senior-level accounting experience.
- Experience supervising and directing staff.
- Experience managing financial systems and applications; MAIS knowledge is an asset.
- Advanced proficiency in Microsoft Excel and Word.
- An equivalent combination of education and experience may be considered.

DESIRED EXPERIENCE AND QUALIFICATIONS

- Valid CPA designation preferred.
- Experience leading employees in a unionized environment preferred.

KEY COMPETENCIES AND ABILITIES

- Strong knowledge of financial and auditing principles, internal controls, and local government budgeting.
- Ability to analyze and interpret financial and statistical data.
- Critical thinking and complex problem-solving skills.
- Sound independent judgement, initiative, discretion, and diplomacy when handling confidential work.
- Effective communication with staff, Council, and the public, with a strong customer focus.
- Ability to manage competing priorities, meet deadlines, and respond to challenges.
- Strong knowledge of computerized accounting systems, payroll calculations, and reporting requirements.

ADDITIONAL INFORMATION AND REQUIREMENTS

- Occasional flexible hours to attend Council meetings and public hearings.
- Satisfactory current criminal record check.
- Commitment to continuous learning through professional development, publications, and networks.

COMPENSATION AND BENEFITS

At the Town of Gibsons, we value transparency and consistency in how compensation decisions are made. Our established pay philosophy guides our wage and salary structures, supported by regular market reviews to ensure compensation is fair and aligned with the responsibilities of each role. By balancing market data, organizational needs and responsible stewardship of public resources, we take a considered approach to attracting and retaining talented employees.



The base salary range for this role is \$90,000 to \$112,500. In addition, the successful candidate will receive a premium equal to 7% of their annual salary, paid twice yearly in lieu of compensation for extended hours and overtime. Compensation above the base range may be considered for exceptional candidates. Base salary will be determined based on factors including education and qualifications, relevant experience, market rates, and internal equity.

Our Total Rewards program is comprised of base salary, an annual premium and Municipal Pension Plan contributions as well as a full range of 100% employer paid extended health benefits which include medical, dental, vision, disability benefits and life insurance programs. We also offer travel insurance and an Employee and Family Assistance Program, providing 24/7 access to counselling services and other mental health supports.

To support a healthy work-life-balance, the Town's personal leave program includes paid sick leave, vacation leave and family responsibility leave. Also offered is an Annual Health and Wellness Subsidy which supports employees in maintaining a healthy and active lifestyle.

HOW TO APPLY

Interested candidates who meet the required qualifications for this role, should submit their resume with cover letter via email to HR@gibsons.ca. The job description for this position, which includes further information about this position is available on the Town of Gibsons website at www.gibsons.ca/employment-opportunities.

Internal applicants are asked to notify their manager/supervisor prior to submitting an application.

The Town of Gibsons is committed to providing a safe, respectful and inclusive work environment for all. We believe in celebrating individuality and that a diverse team is a strong team. We welcome applications from all qualified candidates. If an accommodation is required during the recruitment and selection process, please contact HR@gibsons.ca for support.

ACCESSIBILITY

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