

COUCHICHING FIRST NATION EMPLOYMENT OPPORTUNITY



Finance Controller Couchiching First Nation

Couchiching First Nation is seeking a detail-oriented and experienced Finance Controller to join our team. Reporting to the Director of Finance, this role is responsible for supporting the financial integrity of the First Nation through effective leadership, accurate reporting, and strong internal controls. The Finance Controller will oversee the finance team and work collaboratively with leadership and program managers to ensure the organization's financial processes are transparent, compliant, and aligned with strategic goals. This is an excellent opportunity for a finance professional who wants to make a meaningful impact in a community-focused organization. The successful candidate will help ensure the financial health of Couchiching First Nation while supporting sustainable growth and accountability.

The ideal candidate has a background in accounting or finance, team leadership experience, and a strong understanding of financial compliance and reporting. Experience working with First Nations or in non-profit settings is a valued asset.

Applicants must meet the following criteria:

- Post-secondary diploma or degree in business administration Accounting or Finance, or a relevant mix of prior experience and skills.
- Minimum 3 years of experience in an accounting or finance role, preferably with First Nations or non-profit organizations.
- Strong financial expertise, including experience in financial planning, analysis and reporting.
- Comprehensive knowledge of accounting principles, regulations, and financial best practices.
- Excellent analytical skills and ability to interpret complex financial data.
- Strong leadership and people management skills, with the ability to motivate and develop teams.
- Demonstrates integrity, ethics and commitment to financial transparency.
- Knowledge of First Nation governance and the ability to navigate federal processes.
- Proficient in financial software and Microsoft 365 including strong abilities in Excel.
- Must provide a satisfactory Criminal Record Check upon hire.

Deadline: August 21, 2025, by 4:00PM CST.

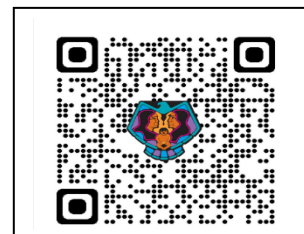
How to Apply:

Applicants should include their resume, cover letter and 3 references. References must include three employment related references and written permission to contact those references. You can submit your application to Couchiching First Nation Human Resources by email, mail, or in person.

By Email: recruitment@couchiching.ca

Postal mail, or in person at:

Human Resources: Couchiching First Nation
RMB 2027, RR2, Fort Frances, Ontario P9A 3M3



All suitable, qualified Couchiching Band members shall be given first preference.

While we appreciate all who apply, only those selected for an interview will be contacted.

All late applications will be returned unopened.

All incomplete applications will be returned to the applicant.

*CFN welcomes applicants from people with disabilities. Accommodations are available upon request.
for candidates taking part in all aspects of the selection process.*