

Employment Opportunity



WECAS #M-25-02

Salary \$75,934-\$92,041 (MGT Pay band 5)

Pay assignments are based on internal education and experience benchmarks.

Permanent

On-site - Windsor Office

Posted - Internal & External

The Windsor-Essex Children's Aid Society (WECAS) is a vital, community-focused organization dedicated to the safety, well-being, and healthy development of children and youth in the Windsor-Essex region. As a mid-sized agency with an operating budget of \$57.3 million (2024/25), WECAS collaborates closely with families and community partners to protect children from abuse and neglect, support families in crisis, and provide care, advocacy, and family support services that promote stability.

Committed to transparency, accountability, and sound financial stewardship, WECAS ensures responsible management of resources to effectively fulfill its mission. Our agency is deeply dedicated to fostering a culture of equity, inclusion, and continuous improvement in all aspects of service delivery.

As a key player in Ontario's child protection system, WECAS values diversity and is committed to delivering compassionate, culturally responsive, and trauma-informed services that reflect the unique needs of the communities we serve.

Manager of Finance: We are currently seeking a forward-thinking leader who believes in and is committed to our organization's core values, which focuses on the safety and wellbeing of children and youth. Reporting to the Director of Finance and Administration, the Manager of Finance assists with the overall accounting and reporting functions of the Windsor-Essex Children's Aid Society (WECAS) and the Windsor-Essex Children's Aid Foundation (WECAF), ensuring compliance with sound financial accounting practices.

The Manager of Finance will oversee general ledger, reconciliations, taxation, financial reporting regulations, and period end audits. The Manager of Finance will monitor and ensure adequate internal controls to provide reasonable assurance that assets are protected, and results are stated accurately.

In addition, this role provides supervision and leadership to the accounting team, fostering a collaborative and high-performing environment. The Manager of Finance will be responsible for ensuring team members are supported in their roles, meeting performance expectations, and maintaining a high standard of financial stewardship.

We are looking for a leader who is not only technically strong, but also passionate about mentoring staff, building trust, and driving improvements that align with our mission of supporting children, youth, and families.

Qualifications and Experience:

- The incumbent must possess a university degree in Accounting, Finance, Business Administration, or a related field, along with a Professional Accounting Designation (e.g., CPA). Additionally, a minimum of 5 years of progressively responsible experience in an accounting environment is required.
- The ideal candidate will have strong leadership skills and a background in financial management within a non-profit or social services environment, particularly with experience in a children's aid society or public sector organization. Experience working in a unionized environment is a strong asset.
- Applicants must have the ability to secure a clear Police Record Check.

As we strive to place cultural humility at the center of our service delivery and provide more culturally relevant, inclusive and intersectional service to our community, we encourage those from equity seeking groups including FNMI persons, members of racialized groups, persons with disabilities and persons of diverse gender identities, gender expressions and sexual orientations to self-identify in confidence in your cover letter.

We invite qualified applicants to apply in confidence, by sending a PDF version of their combined cover letter and updated resume (as 1 PDF attachment) **Attn: Lori Jeffery, Human Resources Advisor** at Wecas.careers@wecas.org referencing the competition number **(#WE-CAS M-25-02 – Manager of Finance)** in the subject line no later than **4:30 p.m. on November 14, 2025.**

Candidates that may require accommodations throughout the recruitment and assessment process must advise us of the nature of the accommodation(s) to ensure your equal participation.