

Controller / Finance Lead – Friesen Hauling & Excavating

Friesen Hauling & Excavating (FHE) is a rapidly growing heavy civil contractor focused on infrastructure and site development across Southeastern Manitoba. Our rich heritage of quality work has earned us a reputation of honesty, quality, and a continual drive for excellence.

This is where you come in.

You're ready to step in as Controller, understanding that this is an elevated role in our company – and you're going to be the one to build it. Ditch the constant time tracking and invest your time fully into making one organization better.

While FHE demonstrates strong operational execution, our financial workflows and systems need coordination and refinement. Your role will be to bring clarity, structure, and discipline to our financial and administrative teams. We are looking for someone with the experience and drive to help lead our organization to grow even further.

Our Core Values

How we work matters just as much as what we produce. We are:

- Tenacious – We find a way and follow through
- Disciplined – We do things the right way, every time
- Accountable – We own our work, our results, and our mistakes
- Aligned – We work as one team, no silos
- Solution-Focused – We don't dwell on problems; we solve them
- Value-Driven – We deliver real value in everything we do
- Community – We invest in our people and build where we live; our name stands here

Key Responsibilities

Build & Improve Financial Systems

- Evaluate current workflows (AP, AR, payroll, reporting, job costing)
- Ensure consistency across all financial activities
- Oversee the integration of software and systems
- Identify opportunities to leverage technology for efficiency

Lead & Develop Administrative Team

- Provide day-to-day leadership for administrative staff
- Set clear expectations, roles, and accountability
- Coach, develop, and manage team members

- Ensure alignment with company standards and core values

Financial Management & Reporting

- Oversee full-cycle accounting across multiple entities
- Manage payroll, receivables, cash flow forecasting, and cost control
- Deliver accurate financial statements, job performance reporting, and cash flow insights

Support Business Performance

- Translate financial data into actionable insights
- Hold the line on financial discipline when required

External Coordination & Compliance

- Coordinate with accountants, banks, insurance providers, and government bodies
- Ensure compliance with tax filings, regulatory requirements, and internal controls

What Success Looks Like (First 6–12 Months)

- Financial workflows are clearly defined and documented
- Manual processes are streamlined or automated where appropriate
- Systems are integrated and working together efficiently
- Month-end is accurate and timely
- Admin team is structured, accountable, and improving
- Ownership has clear visibility into financial performance
- The finance function becomes proactive, not reactive

Qualifications

- A minimum of 3 years experience in financial management.
- A minimum of 3 years supervisory experience, including coaching, evaluating employee performance, and performing in a leadership role.
- Strong communication and interpersonal skills.
- Completion of a post-secondary degree in financial management.
- Preferred: Professional accounting designation.

Pay Range and Benefits

This position has a starting annual salary range of between \$80,000 and \$105,000 based on experience and qualifications. In addition to salary, benefits include:

- **Extended Health Benefits**

- Health Spending Account
- Dental Benefits
- Eyecare Benefits
- Paid Time Off (how many days)
- Hybrid work arrangements

To Apply:

If you think you might be a good fit for this role, even if you don't meet all the qualifications we would like to hear from you. Please send your resume and cover letter, along with a short 1-minute video introduction of yourself and telling us why you are interested in this position to peopleandstrategy@myhomefield.ca.

We thank all candidates for their interest; only those selected for an interview will be contacted. We are working with Homefield People & Strategy to select the best candidate, and should you be selected a representative will be reaching out for next steps.