



Position: Financial Controller

Job Description

We are seeking a detail-oriented and strategic Financial Controller to oversee the financial operations of the company and ensure the accuracy and integrity of all financial reporting. This role is responsible for full-cycle accounting, cash flow management, budgeting, and financial analysis, while also playing a key role in supporting operational efficiency and strategic decision-making. This position is **in-office** and requires on-site presence to support daily operations and collaboration with management and operational teams.

Key Responsibilities

Financial Management & Reporting

- Manage full-cycle accounting across diverse revenue streams including hydro-excavation, sewer line services, and septic operations—ensuring timely and accurate entry of service-based and contract-based transactions.
- Oversee accounts payable and receivable processes to support a steady cash flow, including monitoring payments from municipal, commercial, and residential clients.
- Prepare and analyze monthly, quarterly, and annual financial statements, highlighting revenue trends across business units (e.g., CCTV inspections vs. trenchless repairs).
- Manage cash flow with close attention to operational cycles, fleet maintenance needs, equipment investments, and seasonal service demand fluctuations.
- Collaborate with senior leadership to develop annual budgets and rolling forecasts, aligning financial planning with business priorities such as geographic expansion or fleet upgrades.
- Track profit and loss by service category to evaluate the profitability of each line of business and recommend course corrections.
- Ensure full compliance with Canadian accounting standards, government remittances, and industry-specific tax considerations related to field services and equipment operations.
- Liaise with external accountants for year-end close, tax submissions, and strategic tax planning related to capital expenditures and asset depreciation.

Financial Planning & Analysis

- Conduct deep-dive financial analyses to support strategic planning around new service offerings, fleet investments, or expansion into new municipal contracts.
- Model cost structures for different job types (e.g., trenchless repairs vs. septic pumping) to optimize pricing strategies and improve margin consistency.
- Identify cost efficiencies in areas such as fuel usage, fleet maintenance schedules, and subcontractor utilization.
- Track key financial KPIs—including revenue per truck, job profitability, labor cost ratios, and average collection time—to assess operational and financial health.
- Provide regular financial briefings to leadership with actionable insights and scenario planning to support future growth and risk management.
- Build and maintain financial dashboards and reporting tools that deliver real-time visibility into project performance, budget adherence, and resource utilization.

Operational Oversight & Process Improvement

Operations and Process Improvement

- **Financial Systems Management:** Oversee and optimize the use of QuickBooks and other financial software to ensure accurate tracking of revenues and expenses related to services such as hydro-excavation, sewer maintenance, CCTV inspections, trenchless repairs, and septic pumping.
- **Internal Controls Implementation:** Develop and enforce robust internal controls and standard operating procedures tailored to HydroCam's operations, ensuring compliance with industry standards and efficient service delivery.
- **Process Optimization:** Collaborate with service managers to streamline workflows in areas like equipment deployment for hydro-excavation, scheduling of sewer maintenance, and coordination of inspection teams, aiming to enhance operational efficiency and reduce costs.
- **Resource Allocation:** Monitor and analyze operational data to inform decisions on resource allocation, ensuring optimal utilization of assets across various service offerings, including residential, commercial, industrial, and municipal projects.

- **Cross-Departmental Collaboration:** Work closely with departments such as Sales, Marketing, and Operations to align financial strategies with business objectives, supporting initiatives like client acquisition in sectors like municipal and institutional services.
- **Regulatory Compliance:** Ensure that all operational processes adhere to relevant regulations and standards, particularly those governing environmental services and waste management, to maintain HydroCam's reputation for professionalism and compliance.

Qualifications

- Degree in Accounting, Finance, or Business Administration.
- Minimum 5 years of progressive accounting experience, with prior experience in a controller or senior accountant role.
- Proficient in QuickBooks and advanced Excel.
- Strong understanding of financial reporting, budgeting, and cash flow management.
- Ability to work independently and take initiative in a dynamic environment.
- Bilingual (French/English) is considered an asset.