

Corporate Overview

JSI (www.jsitecom.com) is a privately owned company, comprised of over 350 employees in offices located in Canada, the US, Germany and Australia.

JSI was founded in 1979, and has an excellent track record as a highly successful and profitable company with a reputation for exceeding customer expectations. Our customer base and long-term partnerships have allowed us to become recognized leaders in designing and developing acquisition, collection, and analysis solutions for the law enforcement and intelligence communities. JSI's 4Sight suite of products offers versatile solutions for data management and allows our customers to combine any number of disparate data sources into a highly intuitive and visually focused platform.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), JSI will provide accommodation accessible formats and communication supports for the interview process upon request.

This position is located in our Ottawa, Ontario office and reports to the Chief Operating Officer.

Director of Finance and HR

Description

The Director of Finance and HR is a key position at JSI, encompassing responsibility for all Finance and HR functions both in Canada and internationally. It is a position that requires both hands on experience and the ability to operate at a high level, as a member of the JSI Group senior management team.

The position requires someone who is extremely analytical and has the communication skills to share their findings with others. Flexibility, judgment and the ability to learn and adapt to new challenges will be essential characteristics of the successful candidate.

Responsibilities

- Oversee JSI's Finance and HR/Payroll/Benefits ("HR") functions
- Participate as an open, engaged and committed member of the senior management team in the development and execution of the corporate vision and strategy
- Continuously explore and implement means of improving the effectiveness and efficiency of Finance and HR service delivery
- Mentor and develop the Finance and HR team by providing ongoing coaching, identifying training needs and providing effective feedback
- Develop a comprehensive HR Strategy based on business objectives, operational needs and the resource requirements of the organization. Key elements will include:
 - Benefits and Compensation;
 - Employee Engagement and
 - HR Service Delivery.
- Oversee preparation of monthly and annual financial reporting packages
- Analyze and report on financial performance

- Perform financial modeling and analysis
- Prepare cash flow and net income forecasts
- Develop and implement accounting and HR policies
- Ensure compliance with applicable regulations
- Monitor cash flow
- Oversee internal controls
- Manage tax compliance for all entities within the JSI Group (Canada and International)

Skills and Experience

- Proven experience in a senior Finance and HR role
- Experience with international operations, taxation and accounting for subsidiaries is a strong asset.
- Good communication and interpersonal skills
- Strong analytical and problem solving skills
- Good understanding of ASPE, employment law and Canadian/International tax
- Excellent organizational skills
- Experience with ERP systems
- Experience with Ceridian payroll systems
- Solid understanding of both Star Trek and Star Wars

Work Conditions

- Occasional evening and weekend work to meet deadlines
- Ability to attain and maintain up to a top secret security clearance

If you are interested in applying for this position, please submit your cover letter and resume to HR@jsitelecom.com before Friday, June 14, 2019.