

# JOB POSTING

## Finance Manager

We are looking for a Finance Manager to join our team. Custom Helicopters Ltd. provides helicopter support to clients for various applications, while providing high-quality services with a commitment to safety, quality, and value.

Reporting to the Chief Financial Officer (CFO), the Finance Manager will contribute to the business by managing a data-driven framework for making key decisions, modelling critical business variables, providing dynamic and insightful analysis and being an integral part of all aspects of the FP&A scope, including long range strategic plans, annual budget and rolling forecasts. The Finance Manager role provides a terrific opportunity to be on the forefront of financial reporting and analysis for the rapidly changing aviation industry. The Finance Manager position works closely with Corporate Management, Accounting and Business Intelligence teams.

### Responsibilities:

#### Support Internal Corporate Finance

- Monitor financial performance and provide actionable insights to senior leadership
- Ensure compliance with accounting standards, regulatory requirements, and internal policies
- Oversee cash flow management, working capital optimization, and cost control initiatives
- Partner with operations management to support business performance, identify opportunities for improvement, and align financial strategies with operational goals
- Provide financial guidance on capital investments, pricing strategies, and business cases.
- Collaborate cross-functionally to support strategic initiatives and continuous improvement efforts
- Fostering a culture of accountability and professional growth

#### Support External Reporting to EIC

- Provide direct support to the CFO and work closely with ESS during monthly review of the operating results to ensure that accurate accounting records are maintained and complete
- Prepare monthly, quarterly, and annual financial packages; identify and analyze financial variances
- Other financial reporting and FP&A duties as assigned

#### Business Intelligence and Data Analytics

- Develop and oversee management reporting platforms, including the development of management dashboards and KPIs – Excel and BI-based.
- Work closely with ETS to develop Business Intelligence reports for key roles and deliver meaningful insights into business performance; drive management behaviour through relevant metrics.

### Qualifications & Skills:

#### Minimum Education, Experience and Certifications

- Degree in business, accounting, finance, or similar
- Two to three years of progressive experience in an FP&A role
- Completion of, or advanced progression toward, a CPA designation is an asset
- Advanced proficiency with Microsoft Office
- Must be able to obtain and maintain any applicable transportation security clearances and additional authorizations
- Knowledge of aviation industry is considered an asset but is not required
- Indigenous and Cultural Awareness Training is considered an asset
- Experience with Great Plains accounting system is considered an asset

#### Personal Characteristics

- Highly flexible, with the ability to respond quickly in a dynamic and collaborative environment
- Timely with a high level of commitment to on-time performance is essential
- Effective verbal and written communication skills across all levels of the organization
- High level of respect, understanding and regard for First Nations communities
- High degree of personal and professional integrity
- Self-starter with strong initiative
- Effective critical thinking skills
- Dedication to continuous improvement
- Strong aptitude in accounting/mathematics
- Strong attention to detail while also being able to assess issues at a high level
- Strong external focus, ability to identify and interpret trends

Safety. Quality. Value

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### Why Custom?

Custom Helicopters promotes a highly skilled workforce built on mutual respect, supporting personal and professional growth.

We offer:

- Competitive Compensation
- Full benefits
- Pension plan
- Employee share purchase plan

At Custom Helicopters, we are committed to fostering a diverse, equitable, and inclusive workplace where everyone feels valued and respected. We believe that a variety of perspectives and backgrounds strengthen our team and contribute to our success. We welcome applications from all qualified candidates, regardless of their background.

Application Deadline: October 15, 2025

