



E.B. Horsman & Son

The Electrical Distributor of Choice!

About the Team

E.B. Horsman & Son (EBH) has been in business since 1900. We are strong, nimble and growing! EBH is proud to be a successful Western Canadian electrical distributor with 20+ locations throughout BC, Alberta, and Saskatchewan, and consistently recognized as one of Canada's Best Managed companies. We take pride in living our core values and carrying our mission statement of "Providing the Best People, Best Solutions and the Best Service in the Electrical Industry."

Why Join the EBH Team?

The Perks.

- Full benefits package
- Competitive compensation plan
- Profit-sharing
- Employee share ownership program (ESOP)
- RRSP matching after 1 year of employment
- Birthday day off

The People & Culture. You will be a part of a collaborative team with people you can be proud to work with.

Continuous Development. You will have access to our EBH University for personal & professional development. Training & Development has been an essential part of our culture. Increasing our knowledge not only builds confidence but empowers growth through learning.

Are you looking for the next step in your Finance career? The ideal candidate is passionate about all things Finance, a true "connector," an enabler and strategic partner, with an analytical yet balanced and pragmatic growth mindset.



Platinum member

Thank you for supporting a Western Canadian Independently Owned business established in 1900.

info@ebhorsman.com | 888.HORSMAN | ebhorsman.com





E.B. Horsman & Son

The Electrical Distributor of Choice!

About the Role

We are seeking to fill the new role of **Controller**, located at our Head Office in South Surrey, reporting to the CFO. We are looking for a dynamic, forward thinker, high-energy, passionate, and detail-oriented Controller, with a "must do" attitude that brings strong business, financial and leadership acumen.

Position Type/Schedule

While this role is based out of our Head Office, we do offer the flexibility of a hybrid remote work option. We work closely together in our virtual environment and come together in person when we can and when operationally required. While reasonable flexibility is encouraged, this is a full-time, Monday to Friday position.

Head Office: 19295 25th Ave, Surrey BC (Campbell Heights Business District)

Key Competencies and Skills Required for This Role?

Leadership. You are a natural born leader and have experience leading, inspiring, coaching, and mentoring cross functional diverse teams.

Finance Reporting. Creates, coordinates & oversees financial reports that strengthen proactive company decision making including predictive analytics using internal and external data points. Reports include month end, productivity, forecast, cashflow, customer and supplier programs, strategic KPI's, cost to serve, ROI, Employee Shares Ownership, and partner company reporting.

Risk Management & Governance. You will be responsible for overseeing all finance, accounting related reporting activities as well as ensuring financial audits, controls and safeguards are followed and maintained. Identify and quantify potential risks and plan for appropriate risk mitigation strategies and make timely decisions or recommendations to resolve escalated issues.



Platinum member

Thank you for supporting a Western Canadian Independently Owned business established in 1900.

info@ebhorsman.com | 888.HORSMAN | ebhorsman.com



NEWS



E.B. Horsman & Son

The Electrical Distributor of Choice!

Team Management & Team Development. In collaboration with the CFO, you will lead and oversee our diverse and tenured Finance teams consisting of Finance, Payroll, and Accounts Payable. Business and talent management decisions regarding recruitment, performance management, goal setting and succession planning along with forecasting and defining future Finance team organizational structure to meet company goals and objectives.

Continuous Improvement. Leveraging digitalization and technology to develop, monitor and improve finance processes, systems and reporting to increase efficiency, effectiveness, and achieving healthy KPIs.

Teamwork & collaboration. Working closely with the CFO, and collaborating with the Corporate Leaders, District and Branch Managers, and external stakeholders such as banking, accounting, and government organizations to support company decision making, governance and risk.

Proudly Representing Our Culture. EB Horsman & Son has a longstanding history of "Helping Communities Thrive since 1900" and you will play an integral role in the giving back culture. You will be a cultural ambassador to driving our corporate strategic giving back initiatives forward.

Diversity, Equity & Inclusion. Proven ability to form strategic partnerships, build relationships and respect inclusive and cultural diversity.

What You Bring To This Role?

- Bachelor's degree in a finance, business or related field or equivalent combination of post-secondary education and experience
- Chartered Professional Accountant (CPA) designation or working towards completion
- 3 years of experience in a similar role or in a similar industry is a strong asset
- Experience in growing companies both through organic strategies and acquisitions



Platinum member

Thank you for supporting a Western Canadian Independently Owned business established in 1900.



E.B. Horsman & Son

The Electrical Distributor of Choice!

- Experience developing and successfully rolling out best practices, policies/processes, governance documentation and organizational frameworks to match our organization's financial and strategic goals
- Ability to direct, guide, coach, mentor and manage and inspire highly motivated and autonomous cross-functional diverse teams
- Strategic thinking, and problem-solving and has a track record of collaboratively working with others to eliminate inefficiency and bureaucracy, and staying ahead of business and financial trends
- Excellent verbal and written skills and the ability to communicate clearly and effectively with all key stakeholders, such as Corporate Leadership team, Branch leadership, sales team, and external stakeholders
- Able to navigate ambiguous situations, anticipate, identify, and eliminate roadblocks, and know when to escalate to keep moving forward
- Meticulous attention to detail and proven ability to manage multiple financial statements and documents, while managing competing priorities simultaneously

Our Core Values: Celebrating the Past, Empowering the Future

Teamwork & Collaboration | Integrity | Commitment | Reliability | Initiative | Continuous Improvement

Our Purpose

To Help Communities Thrive since the 1900's

Take Your Next Step With EBH

If you believe your skillset matches the above description and are an enthusiastic, innovative, passionate and energetic individual, we would like



Platinum member

Thank you for supporting a Western Canadian Independently Owned business established in 1900.

info@ebhorsman.com | [888.HORSMAN](tel:888.HORSMAN) | ebhorsman.com





E.B. Horsman & Son

The Electrical Distributor of Choice!

to hear from you. Please visit our website to apply for this posting www.ebhorsman.com/careers or click "Apply" on this posting.

Our Commitment to Inclusion & Diversity

E.B Horsman & Son is a proud equal opportunities employer. We are committed to creating a respectful, inclusive and barrier-free workplace that allows all of our people to reach their full potential. A diverse workforce is a key to our success, and we believe in bringing your whole self to work. We welcome all qualified candidates to apply and hope you will choose E.B. Horsman & Son as your employer of choice.



Platinum member

Thank you for supporting a Western Canadian Independently Owned business established in 1900.

info@ebhorsman.com | [888.HORSMAN](tel:888.HORSMAN) | ebhorsman.com

