

Manager, Finance - (13026)

TO APPLY VISIT: www.iamgold.com/cotegoldcareers

Role Details

Supervise all accounting activities (financial and management), and financial planning:

- Develop and monitor financial plans, budgets, forecasts, Life of Mines (LOM) plans, controls, and accounting practices and ensure compliance with company policies, and financial regulations including IAMGOLD's reporting obligations as a public company.
- Review and analyze financial reports, budgets, forecasts and documentation to ensure accuracy and compliance, and regularly report all variances to the GM and the corporate finance team.
- Analyze financial performance against key business metrics and document pertinent financial highlights that will enable management to determine progress against budgets.
- Identify, investigate, and analyze potential operational improvement. As appropriate, based on findings make proposal/recommendations for operational changes (policy, procedures, processes, systems, etc.).
- Support capital allocation process.
- Experience with lease financing, tracking, and reporting
- Establish expense management policies that are in line with company practices and enforce site compliance.
- Overseeing and managing the establishment and set-up of appropriate electronic financial and operational systems and processes for the mine site in collaboration with the corporate finance team to ensure current systems are leveraged.
- Develop, oversee and manage SOX controls.
- Implementing prescribed accounting and finance practices and ensuring compliance with IAMGOLD's accounting direction, policies and processes.
- Actively participate in the quarterly review, as required, and yearly audit and liaise with corporate finance team, and internal and external auditors to ensure deadlines are met and reporting is accurate and compliant with industry and company regulations.
- Ensure compliance with local tax and financial reporting requirements and settling all tax matters in host country with support from the corporate tax team.
- Supervise the monthly payroll.
- Collaborate in formulating strategic and long-term business plans.
- Continually analyze & develop strategies, KPIs' to track and monitor costs to optimize business performance.
- Ensure employees at site are educated and informed about financial policies, practices, and philosophies.

Work with the senior management team to develop Construction Project and future operation tracking and reporting for multiple stakeholders, including providing publicly reported Outlook and key performance measures:

- Develop detailed financial plan for the project, translating the Feasibility Study and LOM into a 5-year Budget that is updated quarterly
- Provide management reporting that provides relevant information for multiple stakeholders, managing an IFRS view of the project and reconciling to cash and alternative views as required
- Experience presenting to third parties and being a part of governance committees in UJV arrangements
- Develop UJV reporting package including audited annual reports, monthly and quarterly reporting packages, and the ability to answer ad hoc requests.

Operational Readiness Support – Côte Gold division:

- Build an appropriate team through recruitment.
- Implementation of various control systems such as the Oracle finance modules, payroll systems, etc.
- Lead the annual budget exercise with related reports/analysis.
- Develop and implement finance and accounting procedures for the mine and implementing lamgold's accounting standards driven by corporate
- Ensure implementation of lamgold's internal controls and governance

Work with the senior management team to develop and achieve the overall administrative strategy and goals of the mine:

- Develop overall strategy for the administrative function, including implementation approaches and cost-benefit analyses for proposed approaches.
- Work with senior management and mine stakeholders to identify and analyze business requirements and the impacts on the Finance Department.
- Identify gaps, make recommendations, and implement targeted solutions.
- Carry out financial planning in terms of developing the annual budget, regular updates (forecasts), and carrying out the annual LOM.

Represent the company with internal and external groups in regard to finance:

- Meet with government representatives to discuss any tax or other problems encountered in various matters.
- Communicate all of the Company's financial information to stakeholders (management, parent company, members of the management team, Board of Directors).

- Ensure proper financial management, and implement policies and procedures for internal control, asset preservation and diligent cost management.

Provide leadership to the administration team and support succession development:

- Build an appropriate team through recruitment, development and coaching on a daily basis.
- Ensure the development of key talent as part of the succession plan developed for the Finance and Accounting Department.
- Provide clear work objectives and expectations of the performance levels required to achieve business plans and production targets.
- Ensure training is provided in accordance with the current and future needs of the mine.
- Ensure necessary manpower and equipment is in place to meet production goals within budgeted costs.
- Manage performance by setting goals and expectations, conducting performance reviews, and providing feedback and coaching to direct reports to guide employees' development.
- Promote and maintain a culture of high performance, excellence, rigour, and optimal service to the department's clients.

Qualifications

- Bachelor's degree in Accounting, Finance, or related field
- Professional designation required (CPA)
 - Ideally has IFRS experience, public company reporting experience, Can SOX / SOX experience, FP&A, supply chain, has a level of knowledge / understanding of tax, risk management, insurance etc.
- 10 years of relevant experience, preferably in the mining industry.
- Minimum of 5 years of supervisory experience at a senior level, preferably in an industrial setting.
- Experience in external audit or at external audit firm(s) an asset.
- Good knowledge of IFRS and internal controls
- Computer literacy
- Personnel management and proven leadership skills
- Strong management capabilities
- Strong planning and organizational abilities
- Strong problem-solving skills
- Confidentiality and integrity
- Oral, written, and interpersonal communication skills
- Has to build a finance team, manage people, cooperate and collaborate with operations partners and corporate partners

The Manager, Finance and financial accounting, supervises the work of the members of a team involved in similar work functions, including checking work performed, leading, and assigning tasks. The team's supervisors report directly to him/her. The Manager is responsible for assessing the performance and making decisions related to hiring or terminating employees under his/her responsibility. He/she is responsible for meeting deadlines of the various activities carried out by the different departments under his/her responsibility.



Côte Gold was developed in partnership with the Mattagami and Flying Post First Nations. The open-pit mine is a joint venture between IAMGOLD and Sumitomo Metal Mining Co. and is operated by IAMGOLD. We are located near Gogama, Ontario, with access to stable infrastructure and strong connections with our local communities.

IAMGOLD is committed to treating all people in a way that respects their dignity and independence. Should you require any accommodation during the recruitment process or otherwise, please notify us of this when you apply and we will work with you to meet your accessibility needs.

Primary Location: Canada

*Work Locations: IAMGOLD Corp, Côte Gold Division 3 Mesomikenda Lake Rd PO Box 100
Gogama POM 1W0*

Job: Finance

Organization: Cote Gold

Posting Date: October 5, 2021