



## **JOB DESCRIPTION – MANAGER / DIRECTOR, ADVISORY SERVICES**

Reports to: Principal and/or Partner

### **About Invictus Accounting Group LLP**

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We are not your typical CPA firm. Located in the heart of downtown Vancouver, Invictus Accounting Group provides consulting, accounting and tax advisory for publicly listed and privately held companies. We are creative problem solvers, strategic thinkers, and love what we do. Our team members gain experience in industry-like roles while benefitting from the variety and professional atmosphere of public practice.

Striving for balance, Invictus has a work environment where flexibility and family are as important as professionalism and premier service. Diverse and challenging work, and a fun, team-oriented atmosphere are a few of the many reasons we have very low employee turnover.

To support its rapid growth, Invictus is currently hiring multiple individuals to join the firm as a Manager, Advisory Services (the “**Manager**”) or a Director, Advisory Services (the “**Director**”).

### **Job Overview**

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As part of Invictus’ Advisory team, this is an exciting opportunity to plan, oversee, and lead project-based and recurring financial reporting and accounting advisory projects for a diverse client base (mining, technology, agriculture, forestry, manufacturing, First Nations, et al). The Manager/Director is a senior leader that helps create value through (i) overseeing other team members in the preparation of practical, high quality financial reporting and technical accounting services to our clients (ii) providing quality assurance for our deliverables, and (iii) taking on select projects including technical accounting memos, business acquisition reports, and other. We are a ‘low-ego’ organization, and we roll up our sleeves to help each other get the work done. We also believe in sharing work rather than delegating work (something we can explain more in an interview).

### **Key Accountabilities and Responsibilities**

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**Management Responsibility:** As a member of the Advisory team, leads financial reporting and accounting advisory projects, including the development of project plans, mentorship and management of staff in the execution of projects, and leading communications with client CEOs, CFOs, controllers, and auditors. Exercises strong project management skills to ensure all projects before the deadline.

**Service Orientation:** Establishes professional relationships with client personnel, building trust in our advisory capacity with them. Is a firm leader in service orientation, ensuring open and effective communication with clients. As part of client engagements, provides value-added, practical and pragmatic recommendations and improvement strategies.

**Quality Assurance:** Ensures maintenance of high standards and quality of advisory projects through the preparation and review of deliverables (working papers through to financial statements, MD&As, budgets, etc.). Provides feedback to team members to support and encourage high quality standards on all engagements.

**Staff Management & Development:** Contributes to the establishment of a clear definition of responsibility for each member of the team, the ongoing management, mentorship and support of their team, and effective employee performance management. The Manager/Director will contribute to the team-based office culture, promoting open and transparent communication with all team members.

## **Education and Professional Skillset Requirements**

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**Experience:** Minimum of four years for Managers and ten years for Directors of progressively responsible experience in consulting or auditing, in public practice or with a publicly traded company, with a significant focus on financial reporting under IFRS.

**Education:** A professional accounting designation (CPA). All other finance/accounting designations considered an asset.

**Technical Expertise:** Expertise in drafting financial statements to comply with IFRS, and a thorough understanding of public company reporting deadlines.

**Project Management:** Strong project management and people management experience including ability to supervise staff.

**Style:** Collaborative, team-oriented, high-energy, self-motivated, smart, performance driven, multi-tasker, confident. A strong commitment to professional and client service excellence. Contributes to a fun, social and successful work environment.

**Language:** Ability to communicate clearly and effectively, both orally and in writing, in English. Proficiency in Spanish and/or French is considered an asset.

## **Compensation**

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Invictus offers industry-competitive salaries, annual bonus opportunities, paid vacation and sick time, a health savings account, and professional development opportunities. Invictus is dedicated to helping all employees achieve work-life balance, valuing family and flexibility equally with professionalism and premier service.

## **To Apply**

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To apply, please submit your resume to: [careers@invictusaccounting.com](mailto:careers@invictusaccounting.com)