



Date: February 2025

Role: Chief Financial Officer (Fractional 1-2 days per week)

Reports to: Chief Executive Officer

### **ABOUT SHALOM VILLAGE:**

Shalom Village is a non-profit campus of care that specializes in the health and wellbeing of Hamilton area seniors. We provide an unwavering commitment to making every day the best day possible for the seniors who depend on Shalom Village services and programs.

Through their dedication, training and commitment to seniors, our team members transform the lives of older adults through a variety of programs and services, including long-term care, senior living apartments, fitness, community wellness and social programs.

Our long-term care services provide a homey environment and programs for frail seniors, while our assisted living apartments are perfect for more active seniors. Our fitness and community programs support local seniors living at home, while also providing them with the opportunity to socialize with their peers, learn new skills, and stay healthy and fit. ***Shalom Village is here to help create moments that matter for every senior!***

### **MISSION, VISION & VALUES**

**Our Vision:** Honouring our Fathers and our Mothers

**Our Mission:** To provide opportunities for the continuity of life interests, values, and relationships for those who need supportive housing, long term care, convalescent care, adult day services and specialized fitness facilities within the context of Jewish Values and Kashruth. We want all those who need our services to feel AT HOME.

**Our Values:** At Shalom Village we use the acronym AT HOME to provide a clear link between our vision, mission, values, and most importantly how these guiding principles are brought to life for all our stakeholders.

- **Acknowledge:** We will listen to each other and commit to being approachable, trustworthy, and helpful while valuing each person's contributions, perspectives and differences.
- **Together:** We will support each other and believe that together we can achieve anything.
- **Home:** We will create a feeling of comfort, trust, familiarity, and safety that honours Jewish Values and brings about each individual person's feeling of being at home.
- **Organization:** We will strive for learning, innovation, accountability, transparency, and excellence.
- **Memories:** We will share memories and create new ones through relationships, sharing, and celebrations.
- **Enablement:** We will empower, encourage, and focus on each other's strengths to make possibilities possible and accomplish our goals.

**As a charity that depends on donor support, Shalom Village Staff play a vital role in our ability to deliver the lifesaving programs that benefit Shalom Village residents and participants. It is**

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**crucial that staff members believe-in the power of philanthropy to bring people together to support the hundreds of seniors, and family members whose lives we impact every day. Our staff members are important ambassadors, donors, and members of the Shalom Village Family. We encourage all staff to join us as we harness the power of philanthropy to help us build a thriving community for our seniors, our families, and our staff.**

### **Chief Financial Officer**

Shalom Village is seeking a fractional Chief Financial Officer (CFO) to provide financial leadership and strategic oversight on a part-time basis (1-2 days per week). This role focuses on financial strategy, governance, and risk management to ensure long-term financial sustainability while advancing the organization's mission.

As a key advisor to the CEO, Board, and senior leadership team, the CFO will offer strategic insights and financial oversight while working alongside the existing internal finance team and external stakeholders. This role does not involve day-to-day financial operations, which will be managed by internal staff.

Key responsibilities include, but are not limited to:

Responsibilities:

- Act as a strategic advisor to the CEO and Board, providing guidance on organizational growth, financial planning, and long-term sustainability.
- Guide and oversee the budgeting process, ensuring alignment with organizational goals and financial sustainability.
- Mentor and advise the finance team, ensuring strong financial operations and strategic alignment.
- Review and provide strategic oversight on financial reporting, ensuring compliance with regulations and best practices.
- Advise on cash flow management and investment strategies to support long-term financial health.
- Identify and assess financial risks, recommending appropriate mitigation strategies.
- Support funding initiatives, working with the charitable foundation to optimize financial resources.
- Provide strategic financial oversight on major redevelopment project(s), ensuring alignment with financial objectives.
- Collaborate with the CEO to engage stakeholders, including government entities, funders, and regulatory bodies.
- Evaluate and recommend systems, technologies, and process improvements to enhance financial operations.
- Ensure financial compliance with Long-Term Care regulations and other applicable requirements.
- Provide insights into revenue generation strategies and sustainable financial models.

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The successful applicant will possess the following qualifications:

- Strong alignment with the organization's Mission, Vision and Values, with a commitment to healthcare, helping others, and understanding the unique leadership required in a charitable organization.
- 10+ years of progressive finance leadership experience, preferably within non-profits, healthcare, or long-term care.
- CPA designation and/or MBA preferred.
- Proven ability to advise executives and boards on financial strategy, budgeting, and risk management at a senior level.
- Experience mentoring and advising finance teams, with a focus on leadership rather than hands-on execution.
- Experience working in government-funded environments and navigating regulatory requirements.
- Familiarity with redevelopment projects, funding strategies, or capital planning is an asset.
- Comfortable working part-time (1-2 days per week) in a fractional CFO capacity, focusing on strategy and oversight rather than daily financial operations.
- Strong problem-solving and analytical skills, with a proactive approach to financial planning.
- Exceptional relationship-building and communication skills, with experience engaging Boards, government agencies, and financial partners.

Shalom Village is committed to diversity and inclusivity. We are excited to hire people whose skills, attitude, and abilities contribute to the success of the organization and who reflect the values of our community.