



EMPLOYMENT OPPORTUNITY

Assistant Financial Controller

Location: Sidney, BC

Salary Range: \$105,000–\$120,000

Application Deadline: January 5, 2026 – *Apply early! We're reviewing applications as they come in.*

About the Role

As an experienced and strategic Assistant Financial Controller you will support the accounting and financial reporting functions of our organization. The assistant controller is responsible for overseeing all aspects of financial management, including accounting operations, reporting, budgeting, internal controls, and compliance. This role is critical in ensuring the accuracy, integrity, and timeliness of financial information to support strategic decision-making and operational efficiency. This position requires a high level of organization, attention to detail, and the ability to work collaboratively with various teams.

About LGL Limited

Founded in 1971, LGL Limited is an employee-owned environmental research and consulting firm with a reputation for scientific excellence. We work with government, Indigenous communities, industry, and NGOs to solve complex environmental challenges. Our work spans Canada, the US, and beyond—and we're proud to help shape sustainable solutions through applied ecological science.

What You'll Do

- Oversee the preparation of accurate and timely monthly, quarterly, and annual financial statements, ensuring compliance with all provinces and jurisdictions.
- Manage general ledger accounting, account reconciliations, and month-end and year-end close processes.
- Ensure compliance with all federal and provincial tax regulations, including corporate income tax, sales tax (GST/HST/PST), and payroll remittances.
- Coordinate and support external audits, liaising with auditors and ensuring all audit requirements are met.
- Prepare management reports and financial analyses to support business performance review and decision-making.
- Develop and maintain annual budgets, forecasts, and cash flow projections.
- Analyze variances between actual results and budget, providing insights and recommendations for improvement.
- Support operational leaders in financial planning and performance tracking.
- Develop, implement, and maintain effective internal control systems to safeguard company assets.
- Ensure adherence to company policies, accounting standards, and regulatory requirements.
- Evaluate and improve accounting processes and systems for efficiency and accuracy.
- Along with the Controller, supervise and mentor accounting and payroll staff, providing guidance, training, and performance feedback.
- Support in fostering a collaborative and high-performance finance team culture.



- Partner with senior management and LGL Board of Directors to provide financial insights that drive business growth and operational improvements.
- Participate in strategic initiatives, including financial modeling, risk management, and capital planning.
- Other duties as assigned.

What You Bring

- CPA designation (CA, CMA, or CGA) required and in good standing.
- Bachelor's degree in Accounting, Finance, or a related field (MBA or Master's degree considered an asset).
- Minimum 5–10 years of progressive accounting and finance experience, with at least 3 years in a supervisory or assistant financial controller role.
- Strong knowledge of Canadian accounting standards and tax compliance requirements.
- Excellent analytical, problem-solving, and organizational skills.
- Process mindset – ability to drive standard repeatable, documented processes.
- Strong interpersonal and communication skills with the ability to collaborate across departments.
- High level of integrity, accuracy, and attention to detail.
- Proficiency with payroll ERP software (e.g., Deltek [preferred] ADP or Ceridian) and Microsoft Excel.
- Excellent organizational and time-management skills, with the ability to meet strict deadlines.
- Strong communication and interpersonal skills.

What We Offer

- **Mentorship and career development.**
- **Competitive salary** with potential for profit-sharing and ownership.
- **Extended health benefits** and disability coverage.
- **RRSP contributions.**
- **Progressive vacation policy** and support for professional certifications.
- **Safe, inclusive, and respectful workplace** where your voice matters.

Ready to Grow with Us?

If this financial leadership role with an established, local, environmental research and consulting firm appeals to you, [please submit your resume and cover letter today!](#)

For more information on the role, please see the [full job description](#).

Questions or need accommodations? Contact us at daniel@engagedhr.com.