



POSITION PROFILE

Variety Group of Companies
Vice President, Finance
January 2026

Vice President, Finance

KEY DETAILS

Type: Full-time

Location: 3701 Danforth Avenue, Scarborough, ON M1N 2G2. This is a fully on-site position. The successful candidate is required to work from the Variety office during regular business hours.

Salary: The salary for this position ranges from \$140,000 to \$160,000, depending on experience and qualifications. A comprehensive benefits package is also included.

Deadline: Submission of cover letter and resume are due no later than February 13th, 2026.

Reports to: President & Chief Executive Officer

Vacancy: This is a position to be filled.

AI Disclosure: Variety does not use artificial intelligence or automated tools to screen, assess, or make hiring decisions. All applications are reviewed by our hiring team.

Variety is committed to building an inclusive workplace that embraces diversity, values differences, and supports the full participation of all employees. We welcome applications from those who are passionate about contributing to a workplace culture where everyone feels valued and included. We welcome applications from racialized persons/persons of colour, Indigenous persons, persons with disabilities, 2S & LGBTQIA+ persons, and anyone who can add to the diversity of our team. We offer accommodations to applicants with disabilities throughout our hiring process, upon request. More information about Variety is available at www.varietyontario.ca

We thank all candidates for their submission. Only shortlisted candidates will be contacted with further details regarding the next stage(s) in the interview process, which will include in-person interviews and presentations.



Variety Group of Companies

ABOUT US

Vision Statement:

“A Welcoming Community and World-Renowned Facility that Empowers All.”

Mission Statement:

“As a Charity, we embrace a people first philosophy, prioritizing inclusivity and support for all. Our Mission is to empower individuals to connect, thrive, and achieve their personal bests.”

Values:

Inclusivity: We create and deliver programs, and host events, available and accessible to all.

Respect: We foster a culture of mutual and equal respect throughout the entire organization.

Trust: We create a safe and trustworthy environment for active participation and are a trusted source of expertise.

Empowerment: We facilitate personal growth and development.

There are three companies that make up the Variety Group of Companies (Variety):

- Variety - the Children’s Charity (Ontario)
- Variety Village
- Variety Club of Ontario – Tent 28

Variety - the Children’s Charity (Ontario) supports programming for children with a disability at Variety Village and throughout the province. Variety programming is inclusive and powered by sport, transforming the lives of individuals and families, while creating more inclusive communities across Ontario.

Variety -the Children’s Charity (Ontario) is funded through individual donors, corporate sponsorship, fundraising activities, federal and provincial governments, and foundations.

Variety - the Children's Charity (Ontario) is part of an international charity that has been in operation since 1928. The charity began in Pittsburgh and spread throughout the United States. The chapter in Ontario was the first chapter outside the United States and is now one of the 5 Variety Chapters in Canada. It was founded in 1945, and the original mission of the charity was to build a school for boys with a disability who could not receive an education in the mainstream school system. The school was called Variety Village. Variety Village operated as a school until it became a centre of para-sport excellence.

Since the 1970s, Variety athletes and coaches have represented Canada at every summer Paralympic games. Currently, Variety Village is a 170,000 square foot facility and operates as a fitness centre for the general community as well as offering programs, training and camps for children of all ages and abilities.



Vice President, Finance

THE OPPORTUNITY

Through the transformative power of sport, Variety provides children with a disability and their families the strength, determination, skills and confidence to take on the challenges of sport, which translates into other aspects of life. Through Variety, year-round physical literacy, sport training, skills and development, leadership development, social development and competitive opportunities are delivered for thousands of athletes of all abilities across Ontario. Variety delivers on its mission through the support of dedicated staff and volunteers.

Reporting to the President & CEO, the Vice President of Finance has a key leadership role at Variety and is a member of the senior management team. This position guides the organization's financial strategy, ensures sustainable growth, and supports the long-term success of the organization.

The Vice President leads the Finance and IT department, promoting efficiency, accountability, and innovation. This role oversees financial operations, strengthens financial systems, processes, and ensures accurate reporting to support decision-making across the organization. Beyond managing financial operations, this role advises the President & CEO and the Board of Directors, providing financial insights and guidance to support Variety's mission.

Key Areas of Responsibility

- Lead financial planning processes, including annual operating budgets, cash flow management, and long-term forecasting.
- Maintain strong internal controls and ensure compliance with financial policies, GAAP, ASNPO and relevant legislation.
- Oversee the preparation of accurate financial statements, reports, and analyses for executive leadership and the Board of Directors.
- Manage daily operations of the Finance department, including staff supervision, mentoring, and performance management.
- Lead and coordinate the annual audit process with external auditors and support the Audit and Finance Committee of the Board.
- Oversee risk management initiatives, insurance matters, and business continuity planning.
- Oversee the management of the IT Department including the organization's technology platforms and CRM to ensure they meet current and future operational needs.
- Provide executive oversight of payroll through reviews and approvals, in partnership with Human Resources Department.
- Drive process improvements and modernization initiatives across finance and IT functions.
- Provide strategic advice and recommendations to support organizational decision-making and implementation of the strategic plan.
- Analyze cash flow, manage investments, and ensure alignment with organizational policies.
- Perform other related duties to support departmental and organizational needs.



Vice President, Finance

KEY COMPETENCIES

The following profile describes the ideal candidate. Candidates are expected to have some, but not all the skills, experience, attributes, and competencies outlined here.

Education / Certifications

- CPA or CMA designation is required.
- An advanced degree in finance, business administration, or not-for-profit leadership is an asset. Equivalent professional experience will also be considered.

Skills, Knowledge, and Experience

- Minimum of seven (7) years of experience in a senior financial leadership role, including five (5) years in progressive leadership positions (Director or Senior Manager level).
- Extensive experience in financial reporting, FP&A, and accounting for not-for-profit organizations.
- Knowledge of GAAP, ASNPO, fund accounting, and deferral method accounting.
- Proven ability to lead, mentor, and manage teams.
- Exposure to system implementations and CRM platforms; familiarity with Great Plains is an asset.
- Strong understanding of IT infrastructure planning and oversight.
- Familiarity with the financial landscape of the non-profit sector and its unique challenges.

Skills and Competencies

- Exceptional analytical, problem-solving, and decision-making abilities.
- Strong interpersonal, communication, and relationship-building skills.
- Ability to present financial statements and analyses clearly to stakeholders.
- Demonstrated leadership and team-building skills, fostering a collaborative and high-performing environment.
- Strong organizational skills and attention to detail.
- Proficiency with Microsoft Office Suite and financial systems.





She's Perfect

I know little girl has Down syndrome, like Emelie does. She is pieced with fate, however, right? Get rid of that extra chromosome. Make her "normal," says Emelie's mom, Nao.

We're at Variety Village, a Christmas party on Sunday, where towering falafel skewers are flying. But look up, above them all, 20 stars of the Deep Blue Sea are aligned — and fearing, basking, come in the place — and Grown women have been invited to swoon or such a moment. But not Emelie, who is hugging with Maya, 7, all over her body.

Then down they tumble, cowering on the redberet, red, green and red Christmas balls resting in their laps, all arms and legs and whoops and grins. Two delighted, delighted little girls.

At the Deep Blue Sea premiere, Emelie peers at you start to act like San Pao, even if she doesn't know her own DNA, even if she's Down syndrome. It's a blooming.

It was not always so. There was no warning. Emelie would be born with the generic glinch that affects intellect, muscle tone and facial traits.

"I was devastated," says Nao, a former social worker. "It wasn't until maybe her first birthday that I could say I was happy with the situation and mean it."

Husband Shuan came to terms with the

diagnosis quicker, though his first reaction was "abnormal." Then I just checked she is my daughter, right? And this is who she is.

Even Shuan's disorder is Emelie's lot in addition, though Emelie's list is even six months. Her progress toward walking stopped suddenly. She smiled on her mouth's birthday, for the first time in her life.

Nao's learning to be unpredictable. Nao's learning to be perfect.

Emelie's younger daughter's Down syndrome was not a curse, but a blessing. Otherwise, the first reaction when you say you have a kid with Down syndrome is, "What?" But as we're learning, we feel so were. "But if you please don't feel sorry for us. Emelie's completely happy and she's completely happy and there's nothing to be sorry for."

At the Deep Blue Sea premiere, Emelie peers a nervous little boy's head and it's like, "Don't worry; it's just a bouncy castle. If I can do it."

She also is a child and a positive part of Van Halen and the Roses. She's learning to be her mom.

Emelie is a social butterfly of note at Variety Village, fit pasties, a smile through the bulbous nose, a phraso or the pool.

Many blessings, that extra chromosome. So many virtues a kid with Down syndrome can instill in us dross "normal" people.

"Emelie has taught us patience," says Nao. "She's taught us to value what she can do, trying a task over and over until she can do it. She's taught us to value as granted, like washing her hands, putting on her shoes, carrying a backpack that's too big for her to carry."

"She's taught us acceptance. To love your child for who they are, not what they are. And to see the special needs community in a whole other light, knowing the love that these families give to their children, and the love that their children give to their families."

"I think we were very fortunate when we got that diagnosis. We didn't know what to do. Most of the time, when you get a diagnosis, you feel like you're alone. You feel like you're not loved for who you are.

So, there's a lot of love about hugging your mom or dad or telling your sister you love her or getting a precious little boy or girl. Maybe somebody could have told us that extra chromosome and pass it around."

Emelie is still perfect, of course, though COVID-19 is especially scary for kids with Down syndrome. Nao, Shuan and Variety Village have been off limits. Still, Nao wrote about her in December 2020. Emelie has learned to ride a bicycle and, for her sixth birthday, got her first bicycle. Oh, and Boofy the Poodle, new Boston terrier cross, has chased away some of the pandemic blues.

52

53

APPLY NOW

Expressions of Interest should include a resume and cover letter addressed to Seema Magoon, Director, Human Resources at smagoon@varietyontario.ca.