



Finance & Regulatory Manager

Festival Hydro is a local electricity distribution company serving over 22,500 customers across seven municipalities. We are a forward-thinking utility committed to excellence in customer service and operational performance. We are currently seeking a skilled and motivated individual to join our team as **Finance & Regulatory Manager**.

Position Summary:

Reporting to the Chief Financial Officer, the Finance & Regulatory Manager is responsible for maintaining accurate financial records, overseeing financial and regulatory reporting, and providing effective leadership to the accounting team. This hybrid position plays a key role in supporting the utility's financial integrity, regulatory compliance, and overall strategic objectives.

Key Responsibilities:

- Manage day-to-day operations of the Finance and Regulatory department and ensure all activities are completed accurately and consistent with timelines.
- Manage the budget process and create templates and reports to ensure appropriate consolidation and review of budgets.
- Review monthly financials for Festival Hydro and Festival Hydro Services and manage the finance team to deliver variance analyses to budget and provide rationale for variances.
- Manage the process to develop and consolidate budgets provided by business units and complete required forecasting for financial reporting.
- Manage the accounting processes within the Enterprise Resource Planning ("ERP") system.
- Maintain the general ledger, complete reconciliations, and ensure accounts are set up in accordance with OEB requirements.
- Manage and approve all accounts payable and accounts receivable and post monthly journal entries.
- Manage and review payroll processes and transactions including understanding of the Union Collective Agreement and legislative requirements.
- Manage and post daily cash receipts, monthly accruals and inventory transactions.
- Communicate and collaborate with department leaders to stay abreast of spending, budgeting and reports.
- Assist CFO with preparing Board of Director reports and financial statements.
- Liaise with third-party auditors and tax accountants to provide required documentation to ensure the swift closure of auditing activities.
- Regulatory filings, submissions, and compliance; act as an expert resource for all regulatory matters affecting the operations of Festival Hydro.
- Act as the internal resource for interpreting regulatory codes and related documents from provincial authorities, such as the OEB, IESO and Ministry of Energy.
- Work with the billing team to oversee the accuracy and timeliness of IESO settlements, and compliance with the OEB's rules.

- Ensure Festival Hydro is in compliance with all regulatory requirements, including data collection, reporting, implementation of internal process changes, and record-keeping.
- Ensure compliance with the Affiliate Relationship Code applicable to regulated utilities in Ontario.
- Serve as the primary point of contact for translating and communicating the company's financial position and operations for the purposes of regulatory applications and reporting requirements.
- Determine implementation and action plans of policy and regulation changes.
- Corporate Scorecard, Key Performance Indicators (KPI) and Reporting; analyze the company's actual performance compared to the business plans.
- Provide people leadership and direction through coaching, development, performance management and resource planning.
- Other duties as assigned.

Qualifications:

- Chartered Professional Accountant (CPA) designation
- Minimum of four (4) years of management experience
- Experience in the utility sector is considered an asset
- Strong knowledge of applicable legislation, regulations, and accounting standards (e.g., IFRS, Regulatory Accounting, Canadian Payroll Standards)
- Proficiency in Microsoft Office Suite and financial systems
- Excellent communication, interpersonal, and presentation skills
- Strong organizational, time management, and project coordination skills
- Demonstrated leadership and team-building capabilities
- Strategic thinker with sound judgment and initiative

How to Apply:

Interested candidates are invited to submit their resume and cover letter to **hr@festivalhydro.com** by **June 11, 2025 at 4:00 p.m.**, with "**Finance & Regulatory Manager**" in the subject line.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Festival Hydro is committed to an inclusive and barrier-free recruitment process. Accommodations are available upon request for candidates participating in all aspects of the selection process.