



Job Title: Chief Financial Officer (CFO)

Company: Breton Brewing Co.

Location: Sydney, Nova Scotia, Canada

Application Deadline: July 31, 2024

Start Date: September, 2024

About Us:

Breton Brewing Co. is a growing craft brewery and hospitality company nestled in the heart of Sydney, Nova Scotia, on the picturesque Island of Cape Breton. Our company is expanding and we are looking for a senior leader to grow with us. Our company mission is to brew exceptional beers that capture the essence of our community while fostering a culture of camaraderie and innovation. We are leaders in the hospitality business across Atlantic Canada. In addition to our brewery, we are expanding our operations in 2025 to include a new downtown Sydney craft brewery, restaurant, and meeting space. This new location will become a “must visit “ when coming to Cape Breton Island and Sydney. Additionally we have a growing real estate company that owns multiple properties as part of our company's portfolio of businesses. We believe in the magic of craft brewing and take pride in having a special team of people to work alongside. We are looking for a passionate individual to join our spirited team as *Chief Financial Officer* and continue to grow and lead with us as we build our teams' companies for the years to come.

Job Summary:

As the Chief Financial Officer (CFO) at Breton Brewing Co. you will spearhead our financial strategy and operations. You will oversee the financial reporting of our operations and ensure we are optimizing business performance across multiple ventures. Including our craft brewery, our new downtown location, real estate, and future business development. Working as part of our senior management team, you will design and refine financial processes to align with our business growth. You are going to provide invaluable financial guidance and expertise on our exciting steps to come in our business.

Responsibilities:

- **Valued Team Member:** Work alongside the owners as a key part of the Senior Management Team.
- **Strategic Financial Leadership:** Develop and implement financial strategies that support the company's growth objectives and operational efficiency across all business ventures. Provide actionable insights to the executive team to drive profitability.
- **Financial Planning and Analysis:** Lead the preparation and analysis of financial statements, reports, and budgets. Develop forecasting models tailored to each business segment, including the craft brewery, retail operation, and real estate projects.

- **Operational Financial Management:** Oversee daily financial operations, including accounts payable, accounts receivable, and payroll. Ensure accuracy and timeliness of financial transactions, dedicating appropriate resources to support these tasks. Be prepared to engage in hands-on data entry and bookkeeping tasks as needed while learning the business.
- **Internal Controls and Compliance:** Implement robust internal controls and compliance measures to safeguard financial integrity and ensure adherence to industry regulations.
- **Collaboration with Teams:** Work closely with brewing and production teams to streamline processes, improve yield, and minimize waste while maintaining product excellence. Support retail operations with financial insights and strategies.
- **External Relations:** Serve as the primary liaison with external partners, including auditors, suppliers, and distributors, to facilitate financial reporting and compliance requirements.
- **Strategic Initiatives:** Provide financial guidance for new product development, expansion initiatives, real estate projects, and other business ventures. Evaluate and advise on the financial impact of long-range planning and introduction of new programs/strategies.
- **Industry Insight and Innovation:** Stay abreast of emerging trends and best practices in the craft brewery sector and other relevant industries, leveraging insights to drive innovation and competitive advantage.

Qualifications:

- Bachelor's degree in Accounting, Finance, or a related field (Master's degree preferred).
- CPA designation or equivalent certification strongly preferred.
- Minimum of 5 years of progressive financial management experience
- Passion for the hospitality industry
- Proficiency in accounting software and tools; and ability to learn industry specific software.
- Strong analytical and problem-solving skills, with the ability to translate financial data into strategic insights for decision-making.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams and external stakeholders.
- A desire to lead and grow
- Willingness to get hands "dirty" by engaging in hands-on data entry and day-to-day financial tasks as needed while learning the business.

Compensation and Perks:

- Competitive salary commensurate with experience and qualifications.
- Health, dental, and vision insurance coverage.
- Generous paid time off and flexible work arrangements.
- Opportunities for professional development and advancement within the company.
- Employee discounts on Breton Brewing Co. products and merchandise.

How to Apply:

If you are a seasoned financial leader with a passion for hospitality and a knack for strategic financial management across diverse business ventures, we invite you to submit your resume, cover letter, and any other pertinent documents to careers@bretonbrewing.ca. Please ensure to include "Chief Financial Officer Application" in the subject line.

We sincerely appreciate all applications, though only candidates selected for an interview will be contacted. Thank you for considering a career with Breton Brewing Co.

Breton Brewing Co. and related companies are an equal opportunity employer committed to fostering an inclusive environment that celebrates diversity and embraces the unique perspectives and experiences of our team members. We believe that diversity drives innovation, creativity, and excellence in everything we do.