

## Finance Transformation Manager

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Company: Staffing Lab LLC

Location: Canada

Category: other-general

Staffing Lab represents a client that has asked us to assist in identifying a candidate for a Full Time Finance Transformation Manager for an opening within their organization. As a Finance Transformation Manager, you will have oversight of companies finance processes, systems and transformation strategy. This position calls for a high degree of collaboration across functions including Senior Leadership, Product Specialists, Operations, and Technology to implement complex transformational change. The successful candidate will be a proactive problem solver, passionate about driving clarity, decision making and results despite ambiguity. This role requires flexibility and the ability to quickly adapt within a dynamic environment. The person is an excellent communicator, sets a high bar for themselves, and has a track record of success when partnering with key business partners. A successful candidate will be able to confidently navigate a rapidly evolving, dynamic environment and seek opportunities to drive efficient processes and challenge the status quo. As a Digital Transformation Finance Manager specializing in subscription management, Software as a Service (SaaS) solutions, and IFRS 15/ASC 606, your primary role is to lead financial strategies that drive the digital evolution of the organization, particularly in subscription-based and SaaS offerings while ensuring compliance with the IFRS 15/ASC 606 revenue recognition standard. You will collaborate closely with cross-functional teams to align financial planning, analysis, and reporting with digital transformation objectives, optimize subscription revenue streams, maximize ROI from SaaS investments, and ensure adherence to IFRS 15/ASC 606 requirements. This role requires a deep understanding of finance, subscription models, SaaS platforms, and IFRS 15/ASC 606 to effectively manage

financial operations in a rapidly evolving digital landscape. Responsibilities: Become a trusted business partner to the companies Digital Group to drive digital transformation and operational processes, aligned to support our software transformation. Drive digital transformation project deliverables from a finance and business continuity perspective. Integrate subscription management for software and SaaS solutions into the traditional business processing. Define value flows and contracts between entities selling, supporting and developing software the business requirements across CRM (SFDC), ERP (CSI) and Support (Service Now) systems to support an E2E software process from customer to support. gaps in existing tools and processes that need to be addressed either through updates to current tooling or implementation of new tooling for subscription management for both SaaS and on premise solutions. Oversee the day-day-day operations of digital finance within the Digital group. the Business annual planning process and monthly forecast by coordinating with the business executives. month and year end closing process, analyze results and provide flux analysis to corporate team, including balance sheet account reconciliations and journal entries. analytical support, identifying key emerging financial trends, measurement of key performance metrics, capital budget and key initiative evaluation and planning, cost analyses and customized reporting. opportunities for optimizing financial processes and performance through data analysis. Review of customer contracts for proper revenue recognition in accordance with company policy and revenue recognition accounting standards. Apply ASC 606 and company revenue recognition policies. Financial Planning and Analysis for Subscription and SaaS: Develop comprehensive financial plans, budgets, and forecasts tailored to subscription-based and SaaS offerings, considering the impact of IFRS 15/ASC 606 on revenue recognition. Conduct detailed financial analysis to evaluate the performance, profitability, and growth potential of subscription models and SaaS solutions, considering IFRS 15/ASC 606 requirements. Provide strategic recommendations to senior management on pricing strategies, subscription packaging, and SaaS product development to optimize revenue and profitability while ensuring compliance with IFRS 15/ASC 606. Subscription Revenue Management: Manage the end-to-end subscription lifecycle, including acquisition, billing, revenue recognition, and renewal, ensuring compliance with IFRS 15/ASC 606. Implement and oversee subscription billing processes and revenue recognition practices in accordance with IFRS 15/ASC 606 guidelines, ensuring accurate and timely recognition of subscription revenue. Utilize subscription management tools (e.g., Zuora, Chargebee) to streamline subscription processes, manage customer subscriptions, and

optimize revenue recognition, while ensuring compliance with IFRS 15/ASC 606.

**SaaS Investment Optimization:** Evaluate and prioritize SaaS investments based on financial feasibility, ROI analysis, and alignment with business objectives, considering the implications of IFRS 15/ASC 606 on revenue recognition. Monitor SaaS usage, adoption rates, and customer feedback to assess the effectiveness of SaaS solutions and identify opportunities for optimization while ensuring compliance with IFRS 15/ASC 606. Collaborate with IT and procurement teams to negotiate SaaS contracts, optimize licensing costs, and ensure compliance with subscription agreements and IFRS 15/ASC 606 requirements.

**Financial Reporting and Performance Management:** Develop and deliver regular financial reports and dashboards specific to subscription and SaaS revenue streams, highlighting key metrics, trends, and insights, while ensuring compliance with IFRS 15/ASC 606. Track and analyze SaaS-related expenses, including software licenses, hosting fees, and maintenance costs, to identify cost-saving opportunities and optimize spending in accordance with IFRS 15/ASC 606. Work closely with stakeholders to establish performance targets and KPIs for subscription and SaaS initiatives, and monitor progress towards financial goals while adhering to IFRS 15/ASC 606 requirements.

**Risk Management and Compliance:** Assess financial risks associated with subscription and SaaS models, such as revenue recognition complexities, contract renewals, and customer churn, and develop risk mitigation strategies in compliance with IFRS 15/ASC 606. Ensure compliance with IFRS 15/ASC 606 revenue recognition standard, including proper documentation of revenue contracts, identification of performance obligations, and determination of transaction prices. Collaborate with internal and external auditors to facilitate audits and reviews related to subscription and SaaS revenue recognition and compliance with IFRS 15/ASC 606.

**Continuous Learning and Innovation:** Stay informed about industry trends, best practices, and emerging technologies related to subscription management, SaaS solutions, and IFRS 15/ASC 606. Drive innovation and process improvements in subscription and SaaS finance operations through automation, technology adoption, and cross-functional collaboration while ensuring compliance with IFRS 15/ASC 606.

**Basic Qualifications:** Minimum of 5-7 years of experience in Corporate Development or Finance ideally in fast-growing companies (subscription businesses preferred) Prior experience in a fast paced, financially driven business environment Prior expertise in digital transformation and development of a Digital Backbone supporting quote to order. Expertise in building highly complex models adjusting for a wide array of assumptions and communicating findings to executives concisely and

creatively. Demonstrated success at building strong relationships with other teams (Business Development, Marketing, Business Operations, Sales) High level of curiosity and self-motivation in digging deeper into data and trends and driving actionable insights Exceptional attention to detail and the ability to produce accurate, high-quality work. Proven ability to multi-task and deliver under tight deadlines. X years of experience in financial management, with a focus on subscription-based businesses, SaaS companies, or digital transformation initiatives, with expertise in IFRS 15/ASC 606. Proficiency in financial modeling, forecasting, and analysis, with a demonstrated ability to interpret complex financial data and derive actionable insights, while adhering to IFRS 15/ASC 606 requirements. Strong understanding of subscription models, recurring revenue metrics, SaaS economics, and IFRS 15/ASC 606 revenue recognition standard. Experience with subscription management tools (e.g., Zuora, Chargebee) and ERP systems, with the ability to implement IFRS 15/ASC 606-compliant revenue recognition practices. Excellent communication and interpersonal skills, with the ability to collaborate effectively across departments and influence decision-making at all levels of the organization, while ensuring compliance with IFRS 15/ASC 606. Strategic mindset with a focus on driving business results and maximizing ROI from subscription and SaaS investments, while adhering to IFRS 15/ASC 606 requirements. Proven ability to thrive in a fast-paced, dynamic environment and manage multiple priorities effectively, while maintaining attention to detail and accuracy, and ensuring compliance with IFRS 15/ASC 606. Required Education: Bachelor's degree (Finance, Strategy or Management) Bachelor's degree in Finance, Accounting, Business Administration, or a related field. MBA or advanced finance certification (e.g., CFA, CPA) is preferred.

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