



Director of Finance - Vancouver Aboriginal Child and Family Services Society

Organization Website	Posting Date	Location	Salary Range (CAD)	Applications
vacfss.com	November 2025	Vancouver, BC	\$130,000 - \$175,950	info@hwest.ca

Organizational Profile

Situated on the unceded and occupied territories of the Coast Salish Peoples, including the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Sel̓ilwítulh (Tsleil-Waututh) nations, the Vancouver Aboriginal Child and Family Services Society (VACFSS) is a leader in delivering culturally grounded, restorative family services to urban Indigenous families within the City of Vancouver. Established in 1992, VACFSS offer a full spectrum of services encompassing Family Preservation and Reunification, Guardianship, Child Safety, and Resources. VACFSS strives to culturally and spiritually strengthen the families served and its practices are guided by policy and research done in partnership with the communities the Society works alongside.

About the Role

Reporting directly to the Chief Executive Officer (CEO), the Director of Finance provides strategic leadership, oversight, and management of all aspects of VACFSS's financial operations, including budgeting, planning, analysis, forecasting, accounting, and reporting. This role ensures that financial practices align with Board-approved policies, organizational goals, and statutory requirements, supporting the delivery of strategic priorities and operational plans that foster reunification, family development, and the health and well-being of Indigenous children, youth, and families.

This is an exciting opportunity for a strategic financial leader to support the strategic oversight and long-term sustainability of an integral community service organization. The position requires a Bachelor's degree in finance or a related discipline, and a CPA designation are required; a Master's degree is preferred. The ideal candidate will bring minimum of 10 years of progressive experience managing, developing, and overseeing a finance function, ideally within a unionized community service or non-profit sector. The successful candidate will understand the historical and contemporary realities of Indigenous peoples in Canada and support the reclaiming of cultural practices that are essential to decolonization and promote healing.

Within the current salary band for this role, the position is expected to be hired between \$130,000 and \$175,950, with a midpoint of \$153,000, and is supported by a competitive total compensation package.

VACFSS welcomes applications from all qualified individuals meeting the education and experience requirements; however, preference will be given to qualified Indigenous (First Nations, Métis, or Inuit) candidates as per Section 42 of the BC Human Rights Code.

Contact Details

Contact Details Should you be interested in learning more about this unique opportunity with VACFSS, please contact Harbour West Consulting at 604-998-4032 or forward your resume, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca.

Diversity, Equity, Inclusion + Accessibility: Harbour West Consulting believe equity, diversity, inclusion, and accessibility are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to our services, jobs, and opportunities. We strive to ensure processes unfold in a fair, transparent, timely, and open manner to include individuals previously underrepresented or discouraged from participating.