



Chief Financial & Administrative Officer

MOSAIC

Greater Vancouver, BC

Reporting directly to the Chief Executive Officer (CEO) and as a key member of the Executive Leadership Team (ELT), the Chief Financial & Administrative Officer (CFAO) will play an important role in shaping how MOSAIC operates and grows into its next chapter. Leading a broad portfolio that includes Finance, People & Culture, Risk Management & Compliance, Business Technology and Operations, the CFAO will bring together the organization's people, resources, systems and infrastructure to support its ambitious and important mission.

This is an opportunity to strengthen the foundations that enable MOSAIC to deliver its impact at a time of significant change in the sector. Government funding for settlement services is tightening as immigration levels and government priorities shift, creating greater pressure to demonstrate value, find efficiencies, and build sustainable models for the future. As a trusted advisor to the CEO and collaborative partner to leaders across the organization, the CFAO will help navigate this changing environment—ensuring that MOSAIC remains financially resilient while continuing to invest in the people, systems and capabilities that matter most.

The ideal candidate will be an accomplished finance and corporate services leader with the ability to provide strategic leadership across a complex, mission-driven organization. They will bring the financial acumen to strengthen organizational resources, coupled with the versatility, curiosity and business understanding to engage effectively across a diverse portfolio. Comfortable navigating complexity, the successful candidate will bring people together across functions, perspectives and priorities, listening carefully and building alignment rather than simply imposing their expertise.

Above all, the successful candidate will bring humility, curiosity, integrity and managerial courage. They will be proactive and outcomes-oriented, with the confidence to challenge the status quo, pursue better ways of working and make difficult decisions when they are in the best interests of MOSAIC. This is a leader who will bring both strategic perspective and practical energy to the role—helping MOSAIC become an even stronger, more agile and sustainable organization while remaining deeply connected to its mission and the communities it serves.

The targeted salary range for this position is \$170,000 - \$190,000 annually, supplemented by a competitive total rewards package. If this is the next step in your professional career, please visit our website and submit your application to **Shaun Carpenter** and **Shelina Esmail** at www.pfmsearch.com.

For 50 years, MOSAIC has helped newcomers build new lives in Canada. What began in 1976 as a small community organization supporting people learning English, finding work, and navigating local services has grown into one of Canada's largest settlement and employment services organizations. Today, MOSAIC is a trusted community leader, helping immigrants, refugees, migrants, and people from diverse backgrounds find their footing, build connections, and realize their potential in Canada. With more than 50 locations, over 500 staff and 400 volunteers, and more than 45,000 clients served each year, MOSAIC delivers a broad range of services spanning settlement, employment, language training, health and counselling, interpretation and translation, refugee sponsorship, family and youth support, violence prevention, and legal and workplace rights.



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