

Job Title: Financial Controller

Position Type: Permanent, full-time, hybrid, Ottawa

About Innovative Medicines Canada (IMC)

This isn't just a job—it's a chance to make a real impact on the lives of Canadians.

Innovative Medicines Canada (IMC) is the voice of Canada's innovative pharmaceutical industry, representing over 40 member companies. We advocate for policies that support the discovery, development, and delivery of innovative medicines and vaccines to improve the health and well-being of all Canadians. IMC's members contribute \$25 billion to Canada's economy, support nearly 150,000 high-quality jobs across the country, and invest \$3.5 billion in research and development.

Join a team that values collaboration, passion, and purpose. Here, your work helps break down barriers, influence policy, and improve patient outcomes, ensuring Canadians have timely and equitable access to the treatments they need, when they need them.

Your Impact at IMC

As Financial Controller, reporting to the Vice-President, Finance, you will play a critical role in ensuring strong financial stewardship across IMC. You will lead day-to-day accounting operations, oversee accurate and timely financial reporting, and ensure compliance with all regulatory and statutory requirements. As a trusted business partner, you will provide financial insight to support informed decision-making, strengthen internal controls, and help the organization operate efficiently and sustainably. This role offers the opportunity to contribute beyond the numbers—working collaboratively across teams, improving processes, and supporting IMC's mission to advance access to innovative medicines and better health outcomes for Canadians.

What You Will Own

End-to-end financial operations: Manage all day-to-day accounting activities, including full-cycle accounting, month-end close processes, general ledger management, cash flow, A/R, A/P, corporate credit cards and bank reconciliations, ensuring accuracy and reliability at every step.

Timely, insightful financial reporting: Prepare and analyze monthly financial and cost-centre reports, translating data into clear insights for internal stakeholders to support planning, accountability, and informed decision-making.



Strong financial controls and compliance: Prepare tax filings and regulatory compliance across federal, provincial, and local requirements (GST/HST, QST, EHT), and maintain robust internal controls that support transparency and trust.

Audit and year-end excellence: Play a key role in the annual external audit process and support the preparation of financial statements and tax returns, ensuring smooth, well-coordinated, and timely outcomes.

Cash and risk management: Manage cash flow, investment, credit card programs, and banking relationships, safeguarding IMC's financial position and operational continuity.

Cross-functional partnership: Serve as a go-to finance partner across the organization, responding to finance-related inquiries with clarity, pragmatism, and a solutions-focused mindset.

Operational oversight and value creation: Partner with the Corporate Service Business Partner and contribute as an active member of the Administrative and Coordination Excellence (ACE) team, connecting insights across the organization through open communication and collaboration.

Continuous improvement: Proactively identify opportunities to streamline processes, strengthen systems, and enhance controls as the organization evolves and grows.

Strategic support: Provide direct support to the Vice-President, Finance and the Leadership team on a broad range of financial initiatives, projects, and priorities, contributing to IMC's overall effectiveness and mission.

What You Will Bring

- 5+ years of experience in progressive accounting roles
- CPA designation
- Experience with month-end and year-end close and financial reporting
- Knowledge of Canadian accounting standards for Not-for-Profit Organizations (ASNPO)
- Strong analytical skills and attention to detail
- Ability to stay organized, manage priorities, and adapt in a fast-paced environment



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- Experience using **QuickBooks Online** (preferred)
 - Experience with the **QBO / Dext / Plotoo** ecosystem and **ADP WFN** payroll (strong assets)
 - Comfort working with teams across different locations

How You Will Show Up

Collaborative communicator: You build strong, trust-based relationships and communicate clearly and respectfully with colleagues across the organization, including non-finance partners, contributing positively to a collaborative, team-based culture.

Trusted business partner: You work closely with internal teams to understand their needs, translate financial information into practical insights, and support sound, informed decision-making.

Change-ready and improvement-minded: You embrace change and continuous improvement, identifying opportunities to strengthen processes, systems, and controls as the organization evolves, and helping others adapt to new ways of working.

Accountable and results-driven: You take ownership of your responsibilities, meet deadlines consistently, and ensure accuracy, reliability, and follow-through in everything you deliver.

Sound judgment and problem-solving: You apply professional judgment to assess risk, resolve issues, and recommend thoughtful, timely solutions in a dynamic environment.

Why You Will Enjoy Working at IMC

Competitive compensation: The salary range for this role is **\$110,000–\$135,000** and is complemented by a discretionary performance annual bonus program. We consider factors such as skills, experience, and internal equity when determining individual compensation, alongside a strong overall rewards offering.

Comprehensive health and wellness coverage: Guided by our mission to improve health outcomes for Canadians, we invest in the wellbeing of our people through a comprehensive group insurance plan, including a health spending account that offers flexibility and choice.



Investing in your future: Build long-term security through a generous Defined Contribution pension plan, with employer contributions to support your retirement goals.

Time away and flexibility: Enjoy an enhanced time-off program, including a Christmas shutdown, so you can reset, recharge, and spend meaningful time with loved ones.

Ongoing growth and development: Access an annual professional development allowance of up to \$2,500, empowering you to expand your skills, stay current, and grow your career in ways that matter to you.

Everyday perks that support how you work: Parking allowance, home office setup allowance, an annual fitness allowance, and more.

Professional dues covered: We'll cover your **Ontario CPA membership fees**, so you can stay connected, compliant, and focused on your practice without added expense.

Purpose-driven work, accomplished together: Above all, you'll contribute to IMC's mission to improve the health of Canadians by advancing access to innovative medicines—working alongside a deeply engaged and talented team that is passionate about making a meaningful impact.

Our Commitment

Equity, Diversity & Inclusion: Innovative Medicines Canada is committed to building an inclusive, equitable, and accessible workplace. We encourage applications from candidates of all backgrounds and identities, including Indigenous peoples, visible minorities, persons with disabilities, and individuals of all gender identities and sexual orientations. If you require accommodation at any stage of the application or interview process, please let us know and we will work with you to meet your needs.

Responsible recruitment practices: Our recruitment process combines human expertise with responsible use of AI-enabled tools to help identify the skills and qualities that matter most for success at IMC. We are committed to safeguarding candidate privacy and using technology ethically and transparently.

Join Us

If you are inspired by our mission and believe you can contribute to the team through your talent and daily demonstration of our values of **One Team, People First, and Collective Impact**, we would love to hear from you! To learn more



about IMC, please visit our website innovativemedicines.ca/ or send your resume at cvs@imc-mnc.ca.

