

Job Title: Chief Financial Officer (CFO)

Location: The Whyte, Banff – Hybrid working arrangement available

Status: Full-time, Executive Leadership

Closing Date: November 7, 2025

The **Whyte Museum of the Canadian Rockies** seeks a forward-thinking **Chief Financial Officer (CFO)** to provide strategic financial leadership and operational excellence in support of the Museum’s mission and long-term sustainability. As a key member of the Executive Team, the CFO leads all aspects of financial management, investment strategy, and risk oversight, ensuring transparency, accountability, and innovation across the organization.

Key Responsibilities

Strategic & Financial Leadership

- Partner with the CEO and Board to develop and execute multi-year financial strategies that advance the Museum’s mission and strategic goals.
- Provide clear, insightful financial analysis and reporting to support sound decision-making and organizational growth.
- Lead annual budgeting, forecasting, and financial planning, ensuring alignment with operational and capital priorities.
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Revenue Generation & Business Growth

- Collaborate with the CEO and department leaders to develop and strengthen earned-revenue streams, including admissions, retail, facility rentals, programs, and events.
- Support pricing strategies, business models, and partnership opportunities that enhance financial sustainability.
- Partner with Development and Advancement teams on capital campaign financial modelling, donor reporting, and fund management.

Financial Systems, Analytics & Transformation

- Oversee all financial operations, including accounting, cash flow, audit, and compliance, while driving modernization of financial systems and reporting tools.
- Champion the integration of technology, analytics, and business intelligence to enhance financial insight and transparency.
- Lead or support organizational transformation initiatives, system implementations, and process improvements that strengthen operational efficiency.

Stakeholder & Community Engagement

- Build strong relationships with internal and external stakeholders, including donors, funders, government agencies, and community partners.
- Provide strategic support and materials for the Board, Finance, and Executive Committees to ensure effective governance and fiduciary oversight.
- Represent the Museum with integrity and professionalism in interactions with partners and funders.

Facilities & Heritage Asset Stewardship

- Provide financial oversight and planning for all real estate and heritage assets, including capital investments, maintenance, and conservation.
- Support environmental sustainability, risk management, and long-term preservation planning for facilities and collections.

Leadership, DEIA, and Organizational Culture

- Foster a culture of financial transparency, inclusion, and accountability.
- Lead, mentor, and develop the Finance team while collaborating across departments to build financial literacy and shared ownership of budgets.
- Champion the Museum's commitment to diversity, equity, inclusion, and accessibility (DEIA) in both financial stewardship and organizational decision-making.

Qualifications & Experience

- Degree in Finance, Accounting, Business, or a related field; CPA designation strongly preferred.
- 10+ years of progressive financial leadership experience, ideally within a nonprofit, arts, or public-sector environment.
- Proven experience managing investments, endowments, capital projects, or earned-revenue operations.
- Deep understanding of nonprofit financial management, CRA charitable requirements, and GAAP compliance.
- Skilled in financial systems modernization, data analytics, and reporting tools (QuickBooks and Microsoft 365 required; CRM/donor system experience an asset).
- Strong communication, collaboration, and relationship-building skills; able to translate complex financial information for non-financial audiences.
- Demonstrated integrity, strategic judgment, and commitment to the mission and values of The Whyte

Why Join Us

At The Whyte, you'll join a passionate team dedicated to celebrating mountain culture, history, and art. This role offers:

- The opportunity to shape the financial future of a beloved cultural institution in the heart of Banff National Park.
- A supportive, collaborative leadership environment grounded in respect, creativity, and community.
- Competitive compensation, benefits, and work-life balance in one of Canada's most inspiring settings.
- Retirement Planning initiatives, including a Group Savings Plan.

The Whyte Museum is open to considering applicants for this position who are seeking a hybrid working arrangement.

The Whyte is an equal-opportunity workplace. We celebrate diversity and are committed to creating an inclusive environment for all employees. We are building a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be. Employees of The Whyte enjoy a rewarding and culturally rich work environment.

All interested applicants, please apply with a **cover letter** and **resume** using the subject title “Chief Financial Officer” by **November 7, 2025**, to:

David Cox
Chief Executive Officer
The Whyte
111 Bear Street, PO Box 160
Banff, AB, T1L 1A3
dcox@whyte.org

We thank all candidates for their interest, however, please note that only applicants selected for interviews will be contacted.