

# Chief Financial Officer (CFO) Town of Midland



Position Profile and Candidate Brief  
September/October 2025

3080 Yonge Street, Suite 6060 | Toronto, ON | M4N 3N1 | [LESP.ca](http://LESP.ca)

## Introduction

I am delighted to present this Position Profile for the **Chief Financial Officer (CFO)** role prepared on behalf of the Town of Midland.

I trust that this document will provide you with all necessary background information on the Town of Midland, a position profile, and an outline of the search process we will be leading on behalf of the organization.

Please feel free to contact me if you require any additional information about the position or if you need clarification on any aspect of the search process. Further details about the Town of Midland are available on the website: <https://www.midland.ca/en/index.aspx>

On behalf of Legacy Partners and the Town of Midland, I would like to thank you for your interest in this position. I can always assure you of my prompt and full attention.

Yours Sincerely,



Kartik Kumar, Partner  
Legacy Executive Search Partners  
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## Town of Midland Overview



The Town of Midland is a vibrant waterfront community located on the southern shores of Georgian Bay in Simcoe County. Known as the cultural and economic hub of North Simcoe, Midland combines small-town charm with modern amenities, making it a welcoming and attractive place to live, work, and visit. With its scenic waterfront, thriving downtown, rich history, and abundance of recreational

opportunities, Midland offers residents and visitors alike a high quality of life.

Midland is bordered by the Town of Penetanguishene to the northwest, the Township of Tiny to the west, the Township of Tay to the east, and Georgian Bay to the north. The community serves as the gateway to the picturesque 30,000 Islands, one of the world's largest freshwater archipelagos, and is well known for its natural beauty, heritage sites, and vibrant arts and cultural scene.

The Town continues to grow steadily, supported by its strategic location, expanding residential developments, and a strong business community. Midland's revitalized downtown features unique shops, restaurants, and cultural attractions, while its waterfront parks and marinas provide ample opportunities for boating, fishing, and outdoor recreation. New residential and mixed-use developments are enhancing Midland's housing options and contributing to a projected increase in population and economic activity in the years ahead.

Midland is also home to a diverse range of cultural and recreational amenities. The community celebrates its heritage through attractions such as Sainte-Marie among the Hurons, the Wye Marsh Wildlife Centre, and the Huronia Museum. The Town also supports a strong arts community, with galleries, festivals, and events that highlight local talent and enrich the community's cultural fabric.

With access to local schools, health care facilities such as the Georgian Bay General Hospital, and proximity to post-secondary institutions in Barrie and Orillia, Midland provides residents with strong community infrastructure. Combined with relatively affordable housing and its safe, welcoming atmosphere, Midland is an ideal place for families and individuals seeking balance between urban convenience and natural beauty.

Midland's waterfront is one of its most defining features. Boasting marinas, trails, and beaches along Georgian Bay, residents and visitors can enjoy sailing, kayaking, swimming, and cycling, as well as panoramic views of the bay. The Town's emphasis on waterfront development and preservation ensures that this natural asset remains central to community life.



### About Midland

The Town of Midland is a lower-tier municipality in Central Ontario, Canada located on Georgian Bay in Simcoe County.

A safe, clean and hospitable community, Midland has a population of over 18,000. It is the economic hub of Southern Georgian Bay, which boasts a population exceeding 48,000 within a 25 km radius. In summer months, the area population grows to over 100,000 as seasonal residents flock to their cottages, and visitors stay at local hotels and the provincial and national parks.

Since time immemorial the area which is now the Town of Midland has been the homeland of the Huron-Wendat Nation and of the Anishinaabek people, who are now referred to in English as the Chippewa Tri-Council and comprised of Beausoleil First Nation, Rama First Nation, and the Georgina Island First Nation.

Located at the southern end of Georgian Bay's 30,000 Islands, our culturally rich Town has become the nerve center of North Simcoe for economic prosperity, fabulous lifestyle in idyllic surroundings and an abundance of recreational pursuits.

Midland is less than 2 hours from Toronto and just 40 minutes from Barrie or Orillia by vehicle. The Town is located on Highway 93 (Penetanguishene Road) which is accessible by Highway 400 or Highway 12. Midland is also accessible by water (Midland Harbour) or air (Midland/Huron Air Airport).

Midland has a dynamic recreational waterfront, which includes the picturesque Harbour, and waterfront trail for walking, biking and rollerblading. The summer season affords an opportunity to view the beautiful horticultural displays throughout Midland. Take a stroll through the hub of our downtown area and enjoy the array of boutiques, restaurants and services, as well as the beautiful murals scattered throughout the downtown core. The Town is the home of Ontario's Best Butter Tart Festival and offers many other amenities, festivals, and community events.

As well, there are multiple healthcare services and a local hospital available to the surrounding community.

The Town has many exciting initiatives and forward-thinking projects in progress and upcoming significant infrastructure and development projects are currently in the planning and design phases.

### **Why Join the Town of Midland Team?**

Nestled on the shores of Georgian Bay, the Town of Midland offers rewarding career opportunities with potential for professional growth, training, and development, along with competitive salaries and comprehensive benefits. In addition, the Town regularly hires for seasonal and part-time roles, supporting its dynamic and evolving community.

The Town of Midland's workforce is guided by values of integrity, collaboration, service excellence, accountability, and innovation. These values are reflected in an organizational culture built on respect, teamwork, open communication, inclusivity, and strong leadership.

The Town works collaboratively with community organizations, businesses, and residents to deliver exceptional services and programs. This spirit of partnership, combined with Midland's unique blend of heritage, culture, and progress, makes it an extraordinary place to work and call home. If you are looking to grow your career as part of a forward-thinking and supportive team that embraces creativity, collaboration, and innovation, we encourage you to apply.

## Job Description

### Position Summary:

The Chief Financial Officer (CFO) / Treasurer plays a pivotal role in the Town of Midland's executive leadership team, reporting directly to the Chief Administrative Officer (CAO). As a key member of senior management, the CFO provides strategic direction and oversight for all financial functions, ensuring the long-term fiscal sustainability, accountability, and transparency of the Town's operations. This position leads the Finance Department, encompassing accounting, budgeting, procurement, and financial reporting, and fulfills the statutory obligations of the Treasurer under the Municipal Act, 2001. The CFO also serves as a trusted advisor to Council, the CAO, and other departments on financial matters, shaping financial policy and fostering a culture of excellence and continuous improvement across the organization.

This position is an excellent opportunity for a seasoned finance professional to make a significant impact in a growing municipality. The role requires a leader who can provide strategic financial guidance, mentor a high-performing team, and work collaboratively across departments to support corporate initiatives. Occasional evening work is required to attend Council and committee meetings.

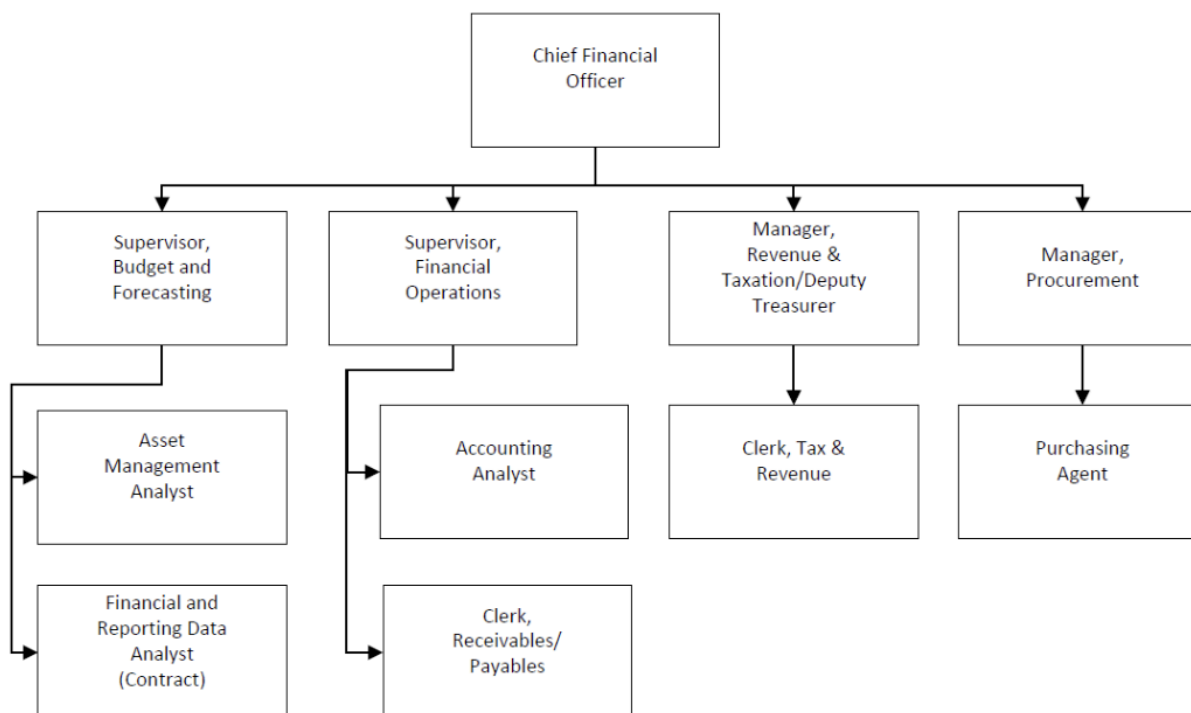
### Key Responsibilities:

- Oversee all financial operations including accounting, budgeting, taxation, procurement, and financial reporting, ensuring compliance with the Municipal Act, Public Sector Accounting Standards (PSAS), and other relevant legislation.
- Provide expert financial advice and reports to Council, CAO, and department heads, supporting strategic decision-making.
- Lead the development and implementation of financial policies, procedures, and internal controls that promote accountability, innovation, and efficiency.
- Manage procurement processes, ensuring adherence to municipal bylaws and best practices.
- Coordinate the preparation of the annual Financial Information Return (FIR) and act as liaison with external auditors.
- Develop and implement long-term financial strategies aligned with Council's strategic priorities, including forecasting, risk analysis, and asset management planning.
- Support infrastructure funding strategies and pursue external funding opportunities such as grants and partnerships.
- Lead the preparation and administration of the annual operating and capital budgets, including monitoring financial performance and providing variance analysis.
- Manage reserve and reserve fund strategies to ensure long-term fiscal health, along with cash flow, investments, and debt financing.

- Provide leadership, mentorship, and performance management to the Finance Department team, fostering a culture of collaboration, continuous improvement, and professional development.
- Represent the Finance Department at Council and committee meetings, and actively participate in the senior management team, contributing to corporate decision-making.
- Ensure staff are knowledgeable of and in compliance with the Occupational Health and Safety Act, WHMIS, and all applicable legislation, regulations, policies, and safe work practices.
- Uphold the Town's core values of integrity, accountability, empowerment, purposefulness, and service excellence while acting as an Ambassador in the community.
- Perform other duties as assigned in support of the overall goals and objectives of the Town.

## Organizational Chart

The CFO will oversee the Finance and Procurement Teams, which includes 9 full-time team members in both non-union (management) and one collective bargaining unit (IBEW).





## The Ideal Candidate

- **Education and Designation:** University degree in Accounting, Finance, Business Administration, or a related field. Chartered Professional Accountant (CPA) designation is required. Additional training or certifications in municipal finance, asset management, or public administration would be considered assets.
- **Experience:** Minimum of seven (7) to ten (10) years of progressive finance experience, including supervisory responsibilities in a municipal environment or an environment that works closely with municipalities. Demonstrated expertise in accounting, budgeting, taxation, procurement, and financial reporting. Experience working with Council, senior leadership, and external auditors is essential.
- **Technical Knowledge:** In-depth knowledge of the *Municipal Act, 2001*, Public Sector Accounting Standards (PSAS), municipal budgeting practices, and financial reporting requirements. Strong proficiency in financial software and Microsoft Office Suite. Familiarity with procurement processes, investment management, debt financing, and asset management planning.
- **Strong Communication Skills + Political Acuity:** Skilled at preparing and delivering clear, concise financial reports and strategic recommendations to Council, Committees, and senior staff. Strong written and verbal communication skills, with the ability to explain complex financial information to diverse audiences.
- **Interpersonal and Collaborative Skills:** Proven leadership abilities, including mentoring, performance management, and succession planning. Ability to foster a collaborative and professional team environment. Demonstrated capacity to build productive relationships with internal departments, elected officials, external partners, and community stakeholders. Skilled at balancing multiple priorities in a fast-paced and politically sensitive environment.

## The Timeline

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I trust this Position Profile has enabled you to decide whether the position of a Chief Financial Officer (CFO) at the Town of Midland interests you. If you wish to be considered for the position, please forward a cover letter and your resume in PDF format by email to **Kartik Kumar** at [kartik.kumar@lesp.ca](mailto:kartik.kumar@lesp.ca) by **October 17, 2025@ 11:59 pm**.

Please be assured that any information shared with Legacy Partners will be treated with the strictest confidence and shared only with the client for the purposes of this search.

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Thank you once again for your interest.

*Legacy Partners and the Town of Midland are committed to equity, diversity and inclusion and recognizes that a diverse staff is essential to organizational excellence. We welcome applications from all qualified individuals and encourage women, members of racialized communities, Indigenous persons, persons with disabilities, and persons of any sexual orientation or gender identity to confidentially self-identify at the time of application. In accordance with the provincial legislation, accommodation will be provided by Legacy Partners and the organization throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities.*



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**Contact Us**

