

ACCOUNTING MANAGER – 100 MILE HOUSE, BC

The **Accounting Manager** leads the accounting function for Norbord's OSB plant in **100 Mile House, BC**. This position reports directly to the General Manager of the OSB plant and indirectly to the Director, Finance in Norbord's corporate office located in Toronto, Ontario, Canada. This role is an integral part of the site management team. The position offers a diverse and rewarding environment, and provides exposure to senior level decision making as part of the plant leadership team.

Responsibilities:

- Actively participate in and support the management of the 100 Mile House OSB facility.
 - Prepare monthly, quarterly, and annual financial statements for the OSB operation, and review with site management.
 - Prepare weekly and monthly spending and variance analysis reports compared to plan and other benchmark targets; identify expenditure trends and business improvement opportunities.
 - Provide hands-on oversight of site inventories, including month-end physical inventory counts.
 - Ensure financial records and system controls are in place and operating effectively, in compliance with IFRS and Company policies.
 - Reconcile balance sheet accounts to General Ledger and resolve accounting discrepancies and irregularities.
 - Provide leadership in the management of working capital, including review and oversight of stores inventory management, and the optimization of payables without negatively impacting operations.
 - Help drive the focus on continuous improvement and the sharing of best practices by developing KPIs and analyses that identify opportunity areas; assist in reporting the results of these initiatives.
 - Support plant management in fixed asset management by: evaluating financial benefits and payback of capital projects; quantifying expected savings or returns on investment; preparing accurate monthly capital asset continuity schedules including depreciation calculations; and, post- completion project audits.
 - Prepare and manage the weekly and monthly forecasting, and the annual budgeting activity for the site.
 - Prepare for, manage, and support the site audits – internal and external.
 - Actively participate in finance group projects, assuming the role of project leader at the site, in particular with ERP implementation.
- **Manage the accounting function** in support of the plant operation by:

- Having a technical and functional knowledge of accounting standards/regulations for publicly traded companies, with specific experience in IFRS and internal controls;
 - Setting priorities and being highly responsive to changes that require reprioritization;
 - Ensuring accurate and timely financial and statistical reporting and analysis for plant management, the Regional Vice President, and Norbord's Corporate Office;
 - Preparing weekly financial performance estimates, weekly and quarterly forecasts, monthly financial statements, variance analyses, and other ad hoc analyses as required;
 - Working with plant leadership team to develop the site annual budget,
 - Supporting in the management of the product cost model;
 - Having an oversight role on purchasing and supplies management to ensure the best business decisions are being made to control working capital and manage critical equipment/spares;
 - Analyzing operational and capital costs and making suggestions for improving performance;
 - Analyzing cost-effective equipment sourcing decisions, e.g. lease versus buy decisions;
- **Act as a business advisor** to the General Manager and the site management team by:
 - Serving as a sounding board for the GM on both financial and non-financial issues;
 - Being a lateral thinker who is acutely focused on the operations and overall business objectives, which requires thinking beyond the scope of a traditional accounting role.
 - **Be a part of the team by:**
 - Gaining in-depth knowledge of the plant and the many facets of OSB manufacturing in order to provide thoughtful leadership in areas such as best practices, analysis, and cost controls;
 - Understanding the overall business to enable valuable insight in plant-level decision making, margin improvement opportunities, capital plans, budgeting/forecasting, etc.;
 - Driving initiatives between the plant and corporate on various business-level continuous improvement objectives.

Qualifications

- A minimum of five (5) years of relevant management experience in a manufacturing environment
- Experience with full cycle accounting, cost accounting, and financial analysis
- Completed accounting designation (CPA, CMA, CGA, or CA)
- Familiarity with IFRS
- Experience with computerized accounting systems, including advanced knowledge of Excel

Competencies:

- Strong work ethic and sound judgment
- High attention to detail and accuracy
- Dynamic and confident personality
- Strong communication skills
- Problem identification, analysis, and solution skills
- Embraces teamwork
- Ability to multitask through planning and organizing
- Flexibility and ability to embrace change

Who is Norbord?

Norbord Inc. is a leading global manufacturer of wood-based panels and the world's largest producer of oriented strand board (OSB). In addition to OSB, Norbord manufactures particleboard, medium density fibreboard and related value-added products. Norbord has assets of approximately \$2.1 billion and employs approximately 2,750 people at 17 plant locations in the United States, Canada and Europe. Norbord is a publicly traded company listed on the Toronto Stock Exchange and New York Stock Exchange under the symbol "OSB".

Why Work For Norbord?

At Norbord, a commitment to safety, quality and customer service has earned us a reputation as a leading producer of wood based panels. As demand for Norbord's products grow, we continually seek bright and talented people in all areas of our business. With competitive salaries and benefits and company profit-sharing, Norbord offers one of the strongest and innovative compensation packages in the industry.

Norbord is committed to providing its employees with the training, skills, and opportunity to achieve their highest potential. Norbord offers the opportunity to excel, express ideas, and make a profound impact within our team driven organization.

If you are a team player who takes pride in a job well done and want to make a real impact at the place you work, look into a career with Norbord. You will like what you see.

Interested candidates should send their letter of application and current resume to:

Norbord Inc.

P.O. Box 67
100 Mile House, BC
V0K 2E0

Attention: Human Resources Manager

Or by email: myrin.toews@norbord.com

*We would like to thank all applicants for their interest; however, only those candidates selected for an interview will be contacted.