



BRANT HALDIMAND NORFOLK
Catholic District School Board

Superintendent of Business and Treasurer

Reports to: Chief Executive Officer and Secretary

Location: Central Office(s) of the Board

Start Date: October 2026; Duration: Permanent

The Brant Haldimand Norfolk Catholic District School Board invites applications for the position of Superintendent of Business and Treasurer.

Under the direction of the Chief Executive Officer and Secretary, the Superintendent of Business and Treasurer will work collaboratively, as a member of the senior administration team, to promote the distinctively Catholic vision of education grounded by the Board's strategic plan, policies, and programs. The successful applicant will strive to bring improvement in the quality of education throughout the Board by planning, directing, and managing the finance, and business functions of the Board.

The ideal candidate will be eligible to obtain within two years, or will possess, a Business Supervisory Officer's Certificate (pursuant to Reg. 309 of the Education Act), along with a relevant post-secondary degree, and professional accounting designation (CPA).

This is an exciting opportunity to join a dedicated, faith-filled, and dynamic staff. Duties will include but are not limited to the following:

- Manage the Board's financial responsibilities including the development of the annual budget, and presentation of the annual budget to the Board for approval.
- Maintain broad responsibility for all aspects of the Board's finances, including financial planning, accounting, budgeting, payroll, purchasing and ONSIS submissions while ensuring compliance with provincial regulations, standards, practices, and legislation.
- Supervise the preparation of the annual financial statements and other financial reports and ensure reports are completed and delivered on a timely basis.
- Provide ongoing strategic and integrated leadership as well as supervision of financial components of capital projects and transportation functions.
- Represent the Board as a Director on the Student Transportation System Brant Haldimand Norfolk (STSBHN) Consortium.
- Collaborate on Education Development Charge By-Law Revisions, Long-Term Capital Plan Updates and Capital Priorities Business Cases as well as School Consolidation/Closure Reports and Accommodation Review processes.
- Influence the development and formation of Board policy.
- As a key member of the senior administration team, ensure that all business functions are conducted efficiently and in compliance with relevant legislation, while ensuring alignment with the strategic vision and principles of the Board.

- Ensure that quality assurance, risk assessment and management, Audit Committee support, and appropriate accountability measures are in place.
- Coordinate the utilization of the Board's resources, including materials, capital assets, financial resources, as they pertain to students, schools, departments, employees, and the Board. Collaboratively establish needs, set priorities, develop action plans, policies, and procedures to ensure the effective and efficient utilization of resources.
- Act as resource to various committees of the Board as assigned.
- Perform other related duties as assigned.

QUALIFICATIONS AND EXPERIENCE:

- Relevant university degree and a minimum of seven (7) years of proven leadership experience in a school board preferred. Acceptable related work experience equivalency, in large, complex, public and/or private organizations will be considered.
- A strong commitment to the preservation and strengthening of publicly funded Catholic Education.
- A strong understanding and appreciation for "student success," in addition to outstanding interpersonal, communication, and management skills.
- A strong business acumen in financial reporting, budget development, and capital projects.
- Working knowledge of Public Sector accounting, including knowledge of internal and external audit processes and an understanding of financial accounting for non-profit organizations.
- Technological knowledge and ability to integrate process improvement in integration of various business functions.
- Knowledge of relevant legislation (Education Act and Regulations, Employment Standards Act and Regulations, Labour Relations Act and Regulations, Occupational Health and Safety Act and Regulations, etc.).
- Strategic thinker at a system level.
- Superior verbal and written communication skills.
- Excellent interpersonal skills exhibiting confidentiality, diplomacy, negotiation, conflict resolution, and issue-based problem-solving techniques.
- Proven leadership experience in providing ongoing supervision and support to staff using principles of collaboration.
- Be able to create and sustain the building and maintenance of excellent working relationships, both internally and externally.
- Be politically astute - able to advance agendas, work collaboratively and effectively with the Board of Trustees, the senior team, staff, the general public, partners, Ministry officials, and colleagues from other Boards.

APPLICATIONS MUST INCLUDE:

In addition to the qualifications and experience outlined above, all candidates are expected to provide the following documents for a complete application package:

1. A cover letter and complete curriculum vitae providing evidence of the required qualifications.

2. The names and contact information of two (2) additional professional references from the applicant's current or previous work environment.
3. Written authorization to contact all references must be included with the application.

Applications must be submitted through Apply to Education – www.applytoeducation.com by **Friday, October 9, 2026** at 4:30 pm.

Job Category: Teachers, Principals, Superintendents:
ATE Job Posting # 4067369 – Posted on September 16, 2026

About Us:

The Brant Haldimand Norfolk Catholic District School Board offers a Christ-centered education to over 13,000 students from Brant, Haldimand and Norfolk counties, the City of Brantford, Six Nations of the Grand River and Mississaugas of the Credit First Nation. The district has approximately 2,100 full and part-time staff committed to supporting Belonging, Teaching and Learning, and Wellness for all. We currently have 29 elementary schools, 3 secondary schools and a multisite Alternative Education school, and 3 administrative offices. We are unique in that we belong to three Dioceses: Hamilton, London and St. Catharines. We are located within a one-hour radius of Toronto to the east, London to the west, and Kitchener-Waterloo to the north.

As a Catholic Community, we work with families and community agencies to provide the best learning environments to ensure that all learners reach their full potential and feel safe and included.

Equity, Diversity and Inclusion Statement

The Brant Haldimand Norfolk Catholic District School Board believes in giving each and every applicant an equal opportunity to succeed on their own merit and we strive to hire staff that reflect and support the diverse perspectives, experiences and needs of our students and our communities. We remain committed to upholding our Catholic values of equity and inclusion in our living, learning and work environments. Therefore, in pursuit of our values, we seek members who will work respectfully and constructively with differences and across the district in actualizing the Board's Multi-Year Strategic Plan. We actively encourage applications from individuals from all groups and specifically those groups that may experience systemic barriers. We value and respect the contributions that each person brings to enriching the Board and are committed to ensuring full and equal participation for all in the communities that we serve.

Accessibility and Accommodation Statement

We also recognize our duty to accommodate and to foster a culture of inclusion. Consistent with our Catholic social teachings and virtues, we will make any appropriate accommodation based on any of the protected grounds in the Human Rights Code to support candidate participation in the hiring process. When contacted, candidates will be provided with an overview of the various elements of the hiring process. If you require accommodation for reasons of disability in the application or interview process, please email your request to resumes@bhncdsb.ca in advance of any part of the process. All information received relating to a candidate's required accommodation will be addressed confidentially by Human Resource Services.

We thank all applicants for their interest, however, only those considered for an interview will be contacted.

Carol Luciani
Chair of the Board

Michael McDonald
Chief Executive Officer and Secretary

BRANT HALDIMAND NORFOLK CATHOLIC DISTRICT SCHOOL BOARD
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