



**Position:** Fractional CFO (Full-Time, Hybrid)

**Hours per Work:** 35-40, with flexibility, based on workload

**Status:** Full-time

**Compensation:** Up to \$200,000  
(Share of Billings)

### About Us

CFO Sense is a small but growing advisory firm that helps leaders and organizations unlock their potential.

We are an Entrepreneurial Operating System (EOS®) company with a strong focus on clarity, accountability, and growth.

We partner with entrepreneurial businesses to provide high-impact financial leadership — aligning vision, numbers, and execution. Our clients value strategic insight, disciplined financial management, and clear communication that drives measurable results.

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### About the Role

We're seeking a **full-time Fractional CFO** to join our growing team. You'll serve as the lead financial executive for a portfolio of entrepreneurial clients, providing strategic financial direction, operational insight, and accountability support.

This is a **hybrid role**, combining remote collaboration with **regular on-site client work across Central Ontario**. The ideal candidate thrives on both independent work and in-person collaboration with leadership teams.

You'll also lead the onboarding of new clients, deliver onboarding reports, and occasionally participate in special financial or operational projects that support client success.

The candidate would need to follow and represent CFO Sense's Core Values:

#### Service

- Create enduring value and lasting relationships
- Lead with a teaching mindset
- Client before self

### **Vulnerability**

- Take risks and learn from mistakes
- Embrace transparency
- Open and honest in all communications

### **Healthy**

- Balance ambition with mindfulness and self-care
- Encourage work-life harmony for both clients and team members

### **Growth**

- Commitment to continuous improvement
- Be adaptable and resilient in the face of challenges
- Empower others to grow

### **Collaboration**

- Value diverse perspectives to strengthen decision-making
- Build strong partnerships through active listening and mutual respect

### **Gratitude**

- Show appreciation for clients, partners, and team members
  - Celebrate the small stuff
  - Practice humility
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### **Key Responsibilities**

- Serve as lead CFO for assigned client organizations, building trusted relationships with CEOs, founders, and leadership teams
- Prepare and deliver monthly CFO reports, including key financial metrics, insights, and recommendations
- Conduct bi-weekly check-ins with clients to review performance and support strategic decision-making
- Facilitate leadership and finance meetings with clarity, confidence, and structure
- Oversee financial planning, forecasting, and cash flow management
- Develop and monitor KPIs, budgets, and financial dashboards
- Lead the **onboarding process** for new clients, including analysis, onboarding reports, and setup of financial processes and tools
- Provide strategic support for growth initiatives, including pricing, profitability, and capital planning
- Collaborate with client accounting teams, bookkeepers, and external accountants

- Participate in special client projects as needed (e.g., process improvement, system implementation, financial modelling)
  - Sit in the **Finance Seat** for EOS® organizations and participate in Level 10 and quarterly planning meetings
  - Identify opportunities for automation, improved reporting, and technology adoption
  - Share in the **monthly recurring revenue (MRR)** of the clients you serve
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### Qualifications

- Proven experience as a CFO, VP Finance, or senior financial leader (ideally in a fractional or consulting capacity)
  - Strong understanding of financial statements, forecasting, and strategic planning
  - Experience working with entrepreneurial or owner-managed businesses (SMB to mid-market)
  - **Above-average technology skills** — confident using multiple cloud-based tools, dashboards, and reporting systems
  - **Experience with QuickBooks Online (QBO)** is a strong asset
  - Familiarity with the **Entrepreneurial Operating System (EOS®)** or similar frameworks is a plus
  - Exceptional communication and **meeting facilitation** skills
  - CPA designation preferred but not required — strong business acumen and leadership are essential
  - Ability to manage multiple clients, priorities, and deadlines in a dynamic environment
  - Based in Ontario, with ability to travel to client sites in **Central Ontario**
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### Why Join CFO Sense

- Be part of a purpose-driven, values-based firm that believes in clarity, accountability, and growth
- Work with a diverse portfolio of entrepreneurial businesses
- Hybrid role combining remote flexibility with meaningful in-person collaboration
- Revenue-sharing compensation model tied directly to your client base
- Supportive, collaborative culture that invests in your development and well-being

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## How to Apply

If you're a financial leader who wants to make a measurable impact across multiple growing organizations — while working with a team that values authenticity, service, and growth — we'd love to hear from you.

Send your resume with cover letter to [hr@cfosense.ca](mailto:hr@cfosense.ca)

Learn more about us: [www.cfosense.ca](http://www.cfosense.ca)

CFO Sense is an equal opportunity employer committed to inclusivity and accommodating the needs of individuals should accommodation be required. Let us know of any accessibility needs during the recruitment process.