



GOLF ONTARIO

Vision: Golf for All

Mission: We Shape Lives by Connecting People to Positive Golf Experiences

Values: Passion | Respect | United | Accountable | Brilliant

With more than 100 years of history and tradition, serving 135,000 members, Golf Ontario is one of the largest golf associations in the world. We strive to align with all golf stakeholders through a connected golf community while encouraging both youth and adults to play more golf, more often.

With our vision of Golf for All, Golf Ontario is committed to creating a diverse and safe environment within our organization and across the sport of golf.

If contributing and making an impact for 'Golf For All' sounds exciting, we'd like to hear from you!

ROLE: Chief Financial Officer

SUMMARY: The Chief Financial Officer (CFO) at Golf Ontario leads finance and governance to ensure the organization's long-term stability and growth, while partnering closely with the CEO and Board of Directors to provide financial insight, transparent reporting, and strategic guidance. Additionally, the CFO serves as Board Secretary and Privacy Officer, supporting board engagement, legal matters, and privacy requirements to support Golf Ontario's mission of "Golf For All."

REPORTING STRUCTURE: Chief Executive Officer

STATUS: Full Time: 35 hours per week / Permanent / Replacement Hire

LOCATION: Hybrid work-from-home environment, time required in the office in Uxbridge, ON, with minimal travel throughout the province.

ROLE ACCOUNTABILITIES:

Finance, Accounting & Risk:

- Drive the financial strategy to ensure Golf Ontario's long-term stability and growth, including oversight of financial structures, policies, and procedures that uphold strong governance.
- Strategize and lead efforts to strengthen financial continuity through effective revenue generation and cost management.
- Oversee investment performance in collaboration with the association's investment partner.
- Drive financial literacy and business acumen across the organization by collaborating with the Leadership Team to deliver financial education and insight.
- Drive the annual budgeting process, ensuring the preparation, review, and presentation of budgets for Board approval.
- Oversee all financial reporting, funding, and investment activities, providing timely analysis, insights, and recommendations to inform decision-making.
- Lead the Finance & Audit Committee of the Board, ensuring effective work plan execution and transparent reporting to support fiduciary responsibilities.
- Strategize and lead organizational risk management, including oversight of the risk register and mitigation planning.

Governance:

- Strategize and oversee governance frameworks, ensuring Golf Ontario's structures, policies, and procedures meet the highest standards of compliance and effectiveness.
- Lead the Governance Committee of the Board, ensuring effective work plan execution and transparent reporting to support fiduciary responsibilities.



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- As the appointed Board Secretary, support the CEO in driving engagement with the Board of Directors through strong committee management, meeting execution, and governance best practices.
- Drive the delivery of the Annual General Meeting, including preparation of notices, proxy management, and meeting logistics.
- Oversee the Nominating Committee on the Board of Directors.
- Lead by-law and policy review cycles to ensure ongoing legislative and regulatory compliance.
- Lead coordination of all legal matters in collaboration with internal and external stakeholders.
- Serve as Board Secretary and Privacy Officer, overseeing Board administration, document management, and compliance with privacy requirements.

BEHAVIOURS AND SKILLS WE VALUE:

- Bring energy to everything you do
- Do what you say and own your actions
- Celebrate differences and lead with kindness and empathy
- Succeed as a team through collaboration and communication
- Never stop elevating
- Develop staff through delegation and accountability.
- Make informed decisions in a confident and timely fashion.
- Lead and inspire a collaborative and united team.
- Be self-aware, recognizing how you impact and are perceived by others.
- Develop and achieve a departmental budget and provide monthly forecast updates.
- Engage in revenue generation outside of your pillar or area of oversight

QUALIFICATIONS AND REQUIREMENTS

- Post-secondary education in finance and accounting with CPA designation
- Minimum of 10 years of experience with demonstrated success leading, implementing, monitoring and evaluating strategic finance programs
- Proven experience supporting a nonprofit Board of Directors, ensuring effective governance practices, fostering board engagement, and coordinating board and committee meetings.
- Demonstrated computer skills in Microsoft Office Suite (Outlook, Word & Excel)
- Passion for golf with a high Golf IQ an asset
- Hybrid role with the ability to work in the Uxbridge office weekly

COMPENSATION AND BENEFITS

- Bi-weekly salary with annual salary band of \$120,000.00 - \$150,000.00 annually
- Extended Health and Dental Benefits
- 5% Group RRSP Match
- Golf partnership benefits

Golf Ontario is dedicated to employment equity and fostering diversity within the workplace in order to build an inclusive workforce where all employees have the opportunity to reach their potential. We are also committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation during any stage of the recruitment process, please notify Human Resources at humanresources@golfontario.ca

Golf Ontario thanks all applicants but will contact only those who will be invited for an interview. Qualified/Interested applicants should complete the online application form including a PDF copy of your resume and cover letter by

August 28, 2026

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