

Senior Accountant

Great projects are built on great numbers, and on the people behind them.

Acres Enterprises Ltd. is building more than exceptional construction projects. We are building a finance team that the business relies on: one that is sharp, curious, and focused on getting things right. We are looking for a Senior Accountant who wants to help shape it.

This is not a role where you inherit a set routine and simply keep it running. Our finance team is consolidating onto a single source of truth in our ERP system. You will help decide how our project data flows, how our controls work, and how finance supports the people building our projects in the field.

For more than 45 years, Acres has taken projects from early planning to completion across BC, with a clear focus on quality, accountability, and lasting client relationships. In return for your expertise, we offer meaningful work, a clear path to grow, performance-based incentives, paid Acres Days, and real support for your CPA journey.

We believe strong teams are built from different perspectives, experiences, and ways of thinking. Our hiring practices are grounded in inclusion, equity, and accessibility, so that everyone has the opportunity to contribute fully and succeed.

JOB TYPE: Full-time, Permanent

LOCATION: Kamloops, BC

SALARY RANGE: +/- $90,000 Annually, including incentives. Compensation will be determined based on the successful candidate's qualifications, experience, and overall fit for the role.

REPORTS TO: Senior Controller

THE ROLE:

We are looking for a Senior Accountant to join our Corporate Services team. The role supports the accounting and reporting function of a diversified construction company that operates across multiple companies.

Reporting to the Senior Controller, you will own key parts of the month-end close, lead project accounting, and act as the finance team's go-to expert on our ERP system. You will prepare the entries, reconciliations, payroll, and remittances that keep our financial information accurate. You will also help design the processes and controls that keep it that way.

This role suits a CPA, or a CPA candidate well into the program, who enjoys both the detail and the bigger picture. You will understand how a project's costs, billings, and revenue connect, and you will want to make the system work better for everyone who uses it.

As Acres grows, there will be clear opportunities for increased responsibility for people who demonstrate leadership, initiative, and business acumen. For the right person, this role is a natural step toward a Controller position.

RESPONSIBILITIES:

Month-End & Year-End Close

- Prepare month-end journal entries, accruals, and supporting schedules for review and approval by the Senior Controller.
- Prepare and maintain balance sheet reconciliations across multiple operating companies, including bank, intercompany, fixed asset, prepaid, accrual, and holdback accounts.
- Support the fiscal year-end close, including year-end working papers, schedules, and responses to external auditor requests.
- Assist with monthly financial statements and variance analysis.

Project Accounting

- Partner with Project Managers and Project Coordinators to set up jobs, budgets, cost codes, and change orders accurately in our ERP system.
- Prepare monthly job cost reports and reconcile project costs to the general ledger.
- Analyze project cost and margin variances, and raise emerging issues with project teams and the Senior Controller.
- Support progress billings, holdback tracking, and the reporting required for bonding.

Compliance & Regulatory Remittances

- Prepare and file GST/PST returns, payroll source deduction remittances, and WorkSafeBC filings accurately and on time.
- Prepare annual T5018 contract payment reporting.
- Maintain clear documentation to support audits, regulatory reviews, and internal controls.

Payroll Administration

- Administer bi-weekly payroll for hourly and salaried employees, including timecard review, approvals, and processing.
- Process new hires, pay changes, terminations, and Records of Employment (ROEs).
- Prepare payroll reconciliations, payroll journal entries, and intercompany allocations.
- Ensure payroll complies with CRA requirements and BC employment standards, and prepare year-end T4 reporting.
- Respond to employee payroll questions promptly and professionally.

Accounts Payable Support

- Support the Accounts Payable team as a technical resource and escalation point for coding, purchase order matching, and approval questions.
- Help resolve complex discrepancies with vendors and project teams, and provide backup coverage for payment runs as needed.

ERP & System Support

- Act as the finance team's subject matter expert and first point of support for our ERP system.
- Troubleshoot issues, train and support users across finance and project teams, and work with internal technology resources and external partners on fixes and enhancements.
- Maintain master data integrity, including the chart of accounts, dimensions, vendor records, and job setup.
- Support reporting and dashboards that give the business timely and reliable financial information.

Process Improvement & Controls

- Help move Acres to a single source of truth by reducing manual workarounds, duplicate systems, and spreadsheet dependency.
- Identify, design, and document process improvements and system controls that strengthen data integrity and the close process.
- Write and maintain clear procedures for key accounting processes.
- Identify opportunities to use automation and emerging technologies to improve finance processes.

Collaboration

- Build strong working relationships with project management, operations, estimating, and the broader Corporate Services team.
- Provide guidance and technical support to accounting team members.
- Model Acres' values and contribute to a culture of accountability and continuous improvement.

CANDIDATE PROFILE:

Qualifications & Experience

- CPA designation, or currently enrolled in the CPA Professional Education Program and progressing toward the designation.
- Degree or diploma in Accounting, Finance, or Business Administration.
- 4+ years of progressive accounting experience, including hands-on month-end close and balance sheet reconciliations.
- Construction or project-based accounting experience, including job costing and project cost reporting.
- Hands-on experience with a mid-market ERP system, ideally as a power user or in a system support role.
- Working knowledge of GST/PST, payroll remittances, WorkSafeBC, and T5018 reporting requirements.
- Experience preparing year-end working papers and working with external auditors.
- Advanced Excel skills. Experience with Power BI or similar reporting tools is an asset.
- Multi-entity or intercompany accounting experience is an asset.

We're looking for someone who:

- Takes ownership of the accuracy and quality of their work.
- Gets real satisfaction from fixing a broken process, not just working around it.
- Thinks in terms of systems and controls, and asks "why do we do it this way?"
- Explains accounting clearly to people who are not accountants, including project and field teams.
- Is organized, deadline-driven, and comfortable managing several priorities through month-end.
- Brings sound judgment and high personal integrity.
- Wants to grow with Acres and take on more responsibility over time.

MISSION, VISION & VALUES:

- **Mission** – We strive to achieve the highest standard of construction while continually exceeding our clients' expectations.
- **Vision** – We are a talented team of diversified, tech-savvy construction professionals who continually challenge the status quo. We innovate around traditional challenges to create opportunities.
- **Values** – We are **Ambitious, Competent, Respectful, Engaged, and Supportive (ACRES)**. Our team members practise these values both professionally and personally.

ACRES PERKS:

- Highly competitive wages and comprehensive benefits
- STIP (short-term incentive plans) & LTIP (long-term incentive plans)
- A positive work-life balance, including paid Acres Days
- Support for professional development, including your CPA designation
- Employee & Family Assistance Program
- Community involvement initiatives
- Referral program, with increased compensation incentives for both the referred and referring employee

We're here to support you! If you need assistance or have specific needs during the application process, please contact our Human Resources Department at hr@acresenterprises.com.

We welcome applications from everyone as an equal opportunity employer, and we appreciate your interest in joining our team. Please review the application requirements for each position before applying. Only candidates selected for the recruitment process will be contacted.

Ready to apply? Submit your application online at acresenterprises.com/careers