

Manager, Financial Strategy – Kingston Ontario

Job Number: J0726-0085

Bargaining Unit: Non-Union

Job Type: Full Time

Salary: \$111,962.47 - \$139,938.78/Year

Hours of Work: 35 hrs/week

Closing Date: August 2, 2026



The Role

The Manager, Financial Strategy is a key contributor to the City's financial leadership, providing forward-looking financial analysis and advice that supports informed decision-making and aligns fiscal strategy with corporate priorities and community needs. The Manager, Financial Strategy focuses on the analytical and advisory work that sits ahead of and alongside those functions: multi-year financial modelling, growth and capital funding strategy, and the financial structuring of major corporate initiatives.

Reporting to the Chief Administrative Officer and operating as a corporate resource across departments through the Corporate Management Team, the role concentrates on integrated long-term financial planning, growth-related funding strategies, capital funding and financing strategies, and the financial structuring of major projects and programs. It provides dedicated strategic finance capacity in support of long-term financial sustainability and sound financial stewardship across the corporation. The position is designed as a senior individual contributor role rather than a divisional management role.

The role is intended to complement, not duplicate, existing finance positions. The Chief Financial Officer and the Director of Finance retain accountability for statutory treasury duties, the corporate budget process, accounting and financial reporting, external audit, taxation, and day-to-day treasury and investment operations.

Meet your department...

We support the Chief Administrative Officer in providing strategic leadership and corporate direction for the City. Our team leads enterprise-wide initiatives, coordinates

corporate priorities, supports Council's strategic vision, and works across departments to drive innovation, organizational performance, governance excellence, and continuous improvement in service delivery.

What you'll do...

Long-Range Financial Planning and Fiscal Sustainability

Assess the long-term financial impact of new programs, service changes, and major initiatives, and advise on their effect on fiscal sustainability.

Identify financial risks and opportunities across the corporate portfolio and recommend strategies to address them.

Support the development and refinement of financial policies governing reserves, debt, and funding, in coordination with the Finance department.

Growth Funding and Capital Financing Strategy

Lead financial analysis and strategy related to growth funding tools, including Development Charges, Community Benefits Charges, and parkland dedication and cash-in-lieu.

Develop capital funding and financing strategies for major projects and programs, evaluating the appropriate mix of reserves, debt, grants, development-related revenue, and other sources.

Prepare cash-flow forecasts and funding models for significant capital programs to inform decisions on timing, affordability, and risk.

Provide financial input to growth-related studies, master plans, and development agreements.

Strategic Financial Advisory and Project Support

Serve as a dedicated financial advisor to the Corporate Management Team and project teams on complex initiatives, reducing reliance on external consultants for financial strategy work.

Develop business cases, funding strategies, and financial scenario analyses for major corporate projects and capital investments.

Provide strategic financial advice on partnership, procurement, and financing arrangements as required, in coordination with Finance and Legal Services.

Translate complex financial analysis into clear options and recommendations for senior leadership and Council.

Analysis, Modelling, and Reporting Support

Build and maintain financial models, scenarios, and sensitivity analyses to support corporate decision-making.

Prepare financial implications, analysis, and supporting material for corporate reports and presentations, in coordination with the relevant departments.

Monitor legislative, provincial funding, and economic developments that affect the City's growth and major initiatives.

Collaboration and Corporate Contribution

Work collaboratively across departments and with the Finance, taxation, and treasury teams to ensure alignment and avoid duplication of effort.

Contribute financial expertise to corporate committees, steering groups, and special projects.

Bring forward analytical tools and approaches that strengthen the City's financial decision-making and support a culture of continuous improvement.

To qualify, you'll need...

University degree in finance, business administration, accounting, commerce, economics, public administration, or a related discipline.

Several years of progressively responsible experience in financial and business strategy, long-range financial and business planning, or capital financing.

Strong analytical and financial modelling skills, with the ability to structure complex problems and develop sound, evidence-based recommendations. In-depth knowledge of municipal finance, growth funding legislation, and capital financing, including the related provincial regulatory framework.

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Business minded and ability to build creative financing and business models within the municipal context.

Sound judgment in a politically sensitive, public-sector environment.

Excellent communication skills, with the ability to explain complex financial information clearly to Council, senior leadership, staff, and residents without reliance on jargon.

Ability to work effectively across departments and to build trusted working relationships, including with arm's length agencies and external partners.

Ability to manage multiple priorities and deliverables concurrently and to meet deadlines.

Why us?

Join a team that's building more than a city - we're building a community where people thrive. At the City of Kingston, your work has real impact: safer streets, greener spaces, inclusive experiences, innovative transit, creative public spaces, and brighter futures for all.

We're more than just a municipal government - we're a team of problem-solvers, innovators, and community-builders who take pride in shaping the place we call home. As an employer, we're committed to your growth, your well-being, and creating an environment where every voice counts. Your career is more than a job - it's where your impact begins.

Why you'll love it here...

We provide our employees with a comprehensive and competitive total rewards package, which may include extended health coverage, travel and life insurance, and long-term disability. Specific benefits can vary depending on your role and terms of employment.

In addition, employees may enjoy access to:

- OMERS defined pension plan
- Vacation entitlements

- Employee wellness and assistance programs and resources
- Ongoing training and education opportunities
- Flexible work arrangements
- Corporate perks such as discounted transit and fitness passes
- Learning & development resources and networks
- Relocation assistance and local resources

To learn more about working at the City of Kingston, click [here](#).

Learn more about what makes Kingston so special on PossibleMadeHere.org.

How to apply

Submit your online application by 11:59 PM on the job posting closing date. Click the 'APPLY HERE' button to complete your application.

Applicants must demonstrate in their submission how they meet the minimum education and experience requirements of the position. Please include any relevant education documents (degrees, diplomas, or certificates) to your profile.

Accommodations are available at all stages of the recruitment and selection process to support a barrier-free experience for all candidates in accordance with the Ontario Human Rights Code (OHRC) and the Accessibility for Ontarians with Disabilities Act (AODA). If you require any accommodations, please let us know. For more information, you can contact us at hrcity@cityofkingston.ca.

Thank you to everyone who applies. While we value each application, only those advancing in the recruitment process will be contacted. All personal information will be handled in compliance with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA).

The City of Kingston may utilize artificial intelligence (AI) assisted tools throughout the recruitment process. All final hiring decisions are made by qualified municipal staff.

Internal applications: <https://bit.ly/city-kingston-internal>

External applications: <https://bit.ly/city-kingston-external>

To ensure you don't miss any updates, please check your spam or junk folders for emails from a City of Kingston account.

Our commitment

The City of Kingston acknowledges that we are on the traditional homeland of the Anishinabek, Haudenosaunee, and the Huron-Wendat, and thanks these nations for their care and stewardship over this shared land.

Today, the City is committed to working with Indigenous peoples and all residents to pursue a united path of reconciliation.

Learn more about the [City's reconciliation initiatives](#).

[Please CLICK HERE to Apply](#)