



# Semios

## Director of Finance

April 2022



### The Opportunity

Are you a strong, finance operations leader with expertise in building excellent teams, processes and tools to drive the finance engine of a fast-moving tech business at scale? Are you ready to contribute your expertise to our much-needed journey to a clean economy and eco-system?

Semios is an exciting, high-growth scale-up, whose pioneering crop-management platform enables radically more sustainable operations – and whose award-winning technology spans our tech, agtech and cleantech sectors. To support accelerating growth, Semios is now seeking a **Director of Finance** to own financial operations, lead a team of 10 and report to the CFO. This is an exciting time and important time for the finance function at Semios; the maturity level of financial operations needs to be advanced quickly to address several elements including recent acquisitions, ERP deployment, global operations, substantive funding (both equity and grant), a refreshed business strategy and an elevation in expectations around the financial operations of the business.

### About Semios

Based in Vancouver, BC, it is one of the world's largest independent agtech solution providers with a global and rapidly growing customer base. Envisioning a world where food production is more sustainable, Semios provides an all-in-one Crop Management Platform for complex, specialty crops like almonds, pistachios, apples, citrus and grapes. Its comprehensive technology measures the key elements which determine a good crop – weather, pest pressure, water and plant stress – and transforms them into predictive insights that help crop growers make the best decisions at the right time, in one convenient place. With more than 120 million acres of row and permanent crops under

management to date, Semios serves growers, agronomists and agricultural retailers across the US, Canada, Australia, New Zealand, Europe and South Africa with solutions including farm management planning, logistics and execution, record keeping, agronomy and automation.

## Role Responsibilities

- **Financial operations and reporting:** responsible for the function (people, process and tools) that delivers seamless financial and operational reporting; ensures financial operations are delivered to industry standard service levels; maintain financial reporting under Accounting Standards for Private Enterprises (ASPE) and potentially IFRS (or US GAAP).
- **Business planning and analysis:** responsible for the annual & quarterly budgeting/forecasting cycles; ensure all stakeholders have strong visibility into current expectations; support management team by modelling decisions and strategy to set targets, and then track and measure the results.
- **Taxation:** manage and execute the global taxation strategy efficiently and effectively with optimised cost management of advisors and other external resources.
- **Corporate Finance:** develop and oversee the execution of the global treasury strategy including maintaining lending relationships; ensure efficient and effective capital deployment in alignment with strategies; support the CFO and the corporate development team in financing and M&A activity.
- **Leadership:** lead an engaged and motivated internal service team with an orientation to collaborative decision-making support and service excellence; maintain credible relationships with internal and external stakeholders.

## Candidate Profile

### Experience Checklist

- Solid industry experience including responsibility for managing the operational aspects of finance in a company with over CAD\$40M in revenues
- Demonstrated management of a finance team (likely 4+)
- Several years (ideally 4+) in public accounting with a top tier international firm
- Direct experience with IFRS (or US GAAP) reporting requirements

- Exposure to manufacturing industry preferred (either directly or through public practice); SaaS/software also of particular interest
- Experience of innovative tech and high-growth environments involving rapid change and transformation will be extremely helpful
- University degree and professional accounting designation (CPA), with 10+ years post-qualified experience

### Leadership Skills & Style

- Leads with purpose, clarity and empathy
- Energetic and energizing; resilient and adaptive
- High standards of excellence, honesty and integrity
- Will be a trusted, supportive and collaborative colleague
- Able to motivate and mentor the team
- Strong decision-making skills

### Location

This position will be officially based at the Semios Global HQ in Vancouver, BC. Semios trusts its people to do their best work from home or the office, with flexible hybrid environments depending on the function and preferences of each team.



### Your Candidate Journey

Semios has entrusted [Elaine Grotefeld](#) at [Latitude Cleantech Search](#) to help them recruit for this important role. Please contact Elaine directly to express your interest, ask any questions and learn more by emailing her on [elaine@cleantechsearch.com](mailto:elaine@cleantechsearch.com) or through [linked in](#).

- Elaine and Latitude commit to engaging with you in a respectful and transparent manner throughout this process and to respecting the confidentiality of any documents or information shared.
- Semios and Latitude Cleantech Search are committed to ensuring a fair, open and accessible process and look forward to considering candidates from a diversity of backgrounds.
- Semios believes in the power of diversity and inclusion and welcomes applications from all demographics and equity-seeking groups.

Thank you for considering this impactful and exciting opportunity.