

Controller — Bestbuy Distributors Limited

Location: Mississauga, ON — *100% Onsite*

Reports to: Director, Finance

About Us

We are a leading Canadian **automotive aftermarket** organization and a **national warehouse distributor** serving customers coast-to-coast. With a complex, high-volume operational environment and a strong reputation for reliability, accuracy, and service, we are looking for a **hands-on, disciplined Controller** to strengthen our financial operations and support our continued growth.

You will oversee a well-established accounting team, including 5 AP staff and an Accountant responsible for daily transactions and payroll preparation. You will play a central role in the quality, integrity, and timeliness of our financial reporting.

This is an excellent opportunity for a **CPA-designated accounting leader** who thrives in fast-paced, high-volume distribution environments and who enjoys combining hands-on accounting with improving processes, supporting operations, and ensuring disciplined financial controls.

Key Responsibilities

Financial Reporting & General Ledger Ownership

- Lead the full **month-end, quarter-end, and year-end close** process, ensuring accuracy and on-time delivery.
- Perform and review **journal entries, reconciliations, accruals, and adjustments**.
- Produce and validate **financial statements** and ensure compliance with accounting standards.
- Maintain strong internal controls and accounting policies.

Rebate Program Oversight (Critical Function)

- Develop deep expertise in our **vendor and customer rebate programs**, which are central to our business model.
- Ensure accurate, timely accounting for:
 - Vendor rebates (earned, receivable, accruals)
 - Customer rebates (obligations, liabilities, settlements)
- Work closely with operations, purchasing, and sales teams to ensure correct program setup and execution.

- Improve clarity, tracking, and reporting of rebate program financial impacts.

Payroll Oversight

- Oversee the payroll preparation work handled by the Accountant.
- Ensure payroll entries are accurate, complete, and properly integrated into the general ledger.
- Maintain controls over payroll-related accruals, reconciliations, and statutory remittances.
- Coordinate with HR on payroll accuracy, compliance, and process consistency.

Team Leadership

- Foster a culture of accountability, accuracy, and continuous improvement.
- Provide coaching, performance development, and day-to-day oversight of accounting workflows.
- Ensure the team meets deadlines and maintains a high standard of accuracy.

Accounts Payable & Operational Accounting Oversight

- Oversee a large-volume AP environment typical of national distribution.
- Strengthen controls related to invoice matching, approvals, vendor relationships, and payment cycles.
- Monitor and refine AP efficiency and accuracy.

Cash, Treasury & Controls

- Oversee daily cash position, bank reconciliations, and cash movement accuracy.
- Monitor cash flow trends related to inventory purchasing cycles and rebate timing.
- Manage treasury processes and support covenant and banking requirements.

Audit, Compliance & Process Improvement

- Lead all external audit or review engagements.
- Ensure proper documentation, internal controls, and accounting standards compliance.
- Identify opportunities for process automation within our AS400-based ERP environment.
- Standardize and streamline accounting workflows across AP, GL, payroll integration, and close processes.

Qualifications

Required

- **CPA designation** (CA, CGA, CMA) or equivalent.
- 5–10+ years of progressive accounting experience, with **prior leadership responsibility**.
- Strong experience in **distribution, manufacturing, supply chain, or high-volume transactional environments**.
- Hands-on GL and close-process expertise.
- Proven track record improving accounting processes, controls, and team performance.
- Excellent organizational skills and a disciplined, accuracy-driven approach.

Preferred

- Experience with **rebate-heavy businesses**.
 - Exposure to **AS400/IBM i** or other legacy ERP systems.
 - Experience leading 5–10 direct/indirect reports.
 - Strong Excel and analytical skills.
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Compensation

- **Market competitive base salary**
 - **Bonus:** 5–10%
 - Comprehensive benefits package and RSP matching
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Who Will Thrive in This Role

- Someone who takes **complete ownership** of financial accuracy.
- A leader who can bring **structure, accountability, and clarity** to a busy accounting function.
- A practical, operations-oriented CPA who enjoys understanding the business — including **rebate mechanics, inventory flow, payroll integration, and pricing impacts**.
- Someone who can balance **hands-on work** with **leadership and oversight**.
- A professional who takes pride in improving processes and strengthening controls.

Please email all applications to jobs@bestbuydistributors.ca