



Crofters is growing and we are seeking energetic, reliable & flexible team players to join our various production departments.

Here's your chance to join a highly skilled team of professionals at one of North America's pioneering brands in the organic food movement! Crofters Food Ltd, known in the grocery aisles as Crofters Organic Fruit Spreads, is the leading manufacturer of organic jams, jellies and fruit spreads in North America. Headquartered in picturesque Parry Sound, Ontario, about two hours north of Toronto, we manufacture a vast array of fruit-based spreads sold in stores across Canada, the United States, and select international markets. From the way we source our fruit, to the way we carefully manufacture our products using forward-thinking sustainable processing techniques, to our innovative, health-conscious formulations, every aspect of our operations receives the care and attention they deserve. A small but mighty team, with the support of a US based private equity firm, join us as we look to aggressively scale our business on our mission to become one of the leading organic food brands in North America.

Positions: Controller, Finance (onsite position) – IMMEDIATE POSITIONS AVAILABLE
Rate of Pay: \$95,000.00 - \$150,000.00 (salary rate of pay), benefits, RSP package included within the compensation package.

Position Overview:

The Controller is a key member of the finance organization, responsible for overseeing all accounting and financial operations of the company, ensuring accurate financial reporting, strong internal controls, and compliance with GAAP and regulatory requirements. This role plays a critical leadership function in supporting operational efficiency, cost control, and strategic decision-making within a food manufacturing environment. The Controller works onsite and partners closely with operations, supply chain, and senior leadership. This position reports directly to the Vice President of Finance. The duties and responsibilities of the Controller will be as follows:

1. Oversee day-to-day accounting operations including general ledger, accounts payable, accounts receivable, payroll, and fixed assets.
2. Prepare and review monthly, quarterly, and annual financial statements in accordance with GAAP.
3. Manage month-end and year-end close processes, ensuring accuracy and timeliness.
4. Develop and maintain accounting policies, procedures, and internal controls.
5. Oversee cost accounting functions, including variance analysis, inventory valuation, and yield analysis.

Crofters Food Ltd.

470 Oastler Park Drive, Seguin, ON, Canada P2A 2W8
705 746-6301 croftersorganic.com

6. Partner with operations to analyze manufacturing costs, labor efficiency, and overhead absorption.
7. Ensure accurate inventory reporting and reconciliation across raw materials, WIP, and finished goods.
8. Lead the development of the annual operating plan in collaboration with senior leadership.
9. Analyze financial performance and provide actionable insights to management.
10. Identify cost-saving opportunities related to materials, labour, overhead and other costs throughout the business.
11. Support pricing analysis, margin improvement initiatives, and capital investment decisions.
12. Ensure compliance with Canadian and US regulations, including tax filings.
13. Coordinate and lead external audits, tax preparation, and regulatory reviews.
14. Maintain compliance with food manufacturing–related financial requirements where applicable.
15. Supervise and develop accounting staff, providing coaching and performance feedback.
16. Collaborate cross-functionally with Operations, Supply Chain, Quality, and Sales
17. Serve as a trusted financial advisor to senior leadership

Qualifications

1. Bachelor's degree in Accounting or Finance
2. CPA designation
3. Minimum of 5–8 years of progressive accounting experience
4. Prior experience in food manufacturing or consumer packaged goods strongly preferred
5. Demonstrated experience with cost accounting in a manufacturing environment

Additional Skillset Requirements

1. Strong knowledge of GAAP and financial reporting standards
2. Proficiency with ERP systems and advanced Excel skills
3. Experience with inventory management and manufacturing cost systems
4. Strong analytical and problem-solving skills
5. High level of accuracy, integrity, and attention to detail
6. Excellent communication and leadership abilities
7. Ability to work onsite and collaborate closely with operations teams

