

# LifeSpeak Inc.



## Senior Financial Analyst

Status: Full-Time

Start Date: TBD

Location: Remote Toronto

### Company Overview:

LifeSpeak Inc. is the leading whole-person wellbeing solution for employers, health plans, and other organizations. LifeSpeak Inc.'s suite of digital solutions allows organizations to provide best-in-class content and expertise at scale, empowering individuals to live their healthiest lives. As the parent company to LIFT Digital, ALAViDA Health, Torchlight, and Wellbeats, LifeSpeak Inc. provides a flexible portfolio of wellbeing solutions across mental health, wellness, fitness, nutrition, substance use, and caregiving. LifeSpeak Inc. has more than 30 years of collective experience working with Fortune 500 companies, government agencies, insurance providers, and others across the globe. Insights from LifeSpeak Inc.'s digital and data-driven solutions uncover gaps in wellbeing at the individual and organizational levels, ultimately enhancing workplace performance outcomes.

**Passion** – Operate with a sense of urgency, enthusiasm, initiative, and commitment

**Authenticity** – Deliver genuine experiences that foster meaningful connections

**Integrity** – Commit and execute with honesty, credibility, and reliability

**Innovation** – Continue to lead health and fitness industry in ways to engage more people

**Collaboration** – Work together as a TEAM to meet our clients' and business' objectives

### Job Description:

We are looking for a high-performing, energetic, outgoing Senior Financial Analyst who is responsible for executing the organization-wide planning and forecasting process and providing operational business partners and head office departments with value-added information and analysis to assist in their decision-making process. Reporting to the Director of Finance, the Senior Financial Analyst will play a key role in several diverse financial initiatives. Must be comfortable working with all levels of Management and working in cross-functional teams. The candidate must have strong communication skills, analytical skills, be proficient with Microsoft Excel and have a strong attention to detail.

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## Primary Responsibilities:

- Financial Planning and Analysis: Collaborate with cross-functional teams to develop, implement, and manage the financial planning and analysis process. This includes budgeting, forecasting, and variance analysis to provide accurate and timely financial insights.
- Budgeting and Forecasting: Assist with the annual budgeting process, working closely with the department heads. Monitor and report on performance against budget, identify areas of improvement, and provide recommendations.
- KPIs: Track and report on key performance indicators including annual recurring revenue, customer retention, pipeline, etc.
- Financial Modeling: Maintain financial model which includes revenue and expense forecasting, cash flow projections, and scenario analysis. Provide recommendations to optimize financial performance and mitigate risks in alignment with organizational objectives.
- Sales Pipeline: Lead ongoing meetings with sales and marketing team on pipeline generation to assist revenue forecasting
- Preparation and analysis of presentation materials for meetings with internal and external stakeholders.
- Providing finance support for ad-hoc requests, regular reporting, financial analysis, and smaller scale projects.
- Non-core responsibilities: Assist in the preparation of Financial Statements and other public filings. This could include helping prepare the consolidation, IFRS analysis, note support and assisting with the company's financial audit.

## Required Qualifications and Skillset:

- CPA designation;
- Bachelor's degree in Business & Commerce, Finance or Accounting, or related education;
- Public accounting experience (large firm preferred)
- Minimum of 4 years' experience in an accounting and finance (public accounting or industry experience);
- Strong interpersonal skills, as well as analytical capabilities;
- Advanced Microsoft Excel and PowerPoint proficiency
- Should be a team player, able to work without supervision using their own initiative;
- Experience with NetSuite preferred, but not required

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◆ **LifeSpeak**  
Mental Health & Resilience

◆ **Wellbeats**  
Wellness

◆ **ALAViDA**  
Substance Use

◆ **Torchlight**  
Caregiving

◆ **LIFT session**  
Fitness

## **Benefits:**

We value our employees' time and efforts. Our commitment to your success is enhanced by our competitive pay with bonus plans. We also offer Unlimited Flexible Time Off, Medical, Dental, Vision benefits, and many other employee perks and benefits. Plus, we work to maintain the best possible environment for our employees, where people can learn and grow with the company. We strive to provide a collaborative, creative environment where each person feels encouraged to contribute to our processes, decisions, planning and culture.

*At LifeSpeak, our goal is to be a diverse and inclusive workplace that is representative, at all job levels, of the clients we serve. We're proud to be an inclusive company and an Equal Opportunity Employer and we prohibit discrimination and harassment of any kind. We believe that diversity and inclusion among our teammates is critical to our success as a company, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool. If you're thinking about joining our team, we expect that you would agree!*

*If you need assistance or accommodation due to a disability, please email us at [hr@lifespeak.com](mailto:hr@lifespeak.com) and we'll be happy to assist you.*