



Container Transport, Storage, Transload And Repair.
A Powerful Way To Control Your Cargo.

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COMPANY: Overland Container Transportation Services
POSITION TITLE: Director of Accounting & Finance
REPORTING TO: Vice President of Finance
HQ LOCATION: Acheson, AB (Edmonton)
WEBSITE: <http://www.octs.ab.ca/>



ORGANIZATION OVERVIEW

ABOUT OCTS

Overland Container Transportation Services (“OCTS”) is one of the largest container drayage providers in Alberta and is proud to be the ‘last mile’ for some of the world’s most prominent steamship lines and freight companies.

Founded in 1989 with the goal of providing Alberta with safe and reliable container transportation services, OCTS has continued to provide these core services while expanding their commitment to the industry through container repair, storage, warehousing and transloading.

OCTS works with ocean shipping lines, freight forwarders, and direct operating companies to ensure first and final mile solutions in drayage, storage, transloading, rail siding requirements and other specialty haul services. The core business includes drayage services of marine containers, transloading of palletized, floor loaded or bulk freight, storage of loaded and empty containers & repairs, as well as warehousing and distribution. They are authorized to operate from both Canadian National and Canadian Pacific terminals in Calgary and Edmonton.

Headquartered in Acheson, Alberta with an additional location in Calgary, OCTS operates in Alberta, British Columbia, Saskatchewan, the Yukon and Northwest Territories. OCTS has approximately 75 employees and 97 lease operator drivers committed to providing world-class service to help customers achieve logistical goals.



CORE VALUES

OCTS is committed as an organization to both its staff and customers to provide reliable, safe and friendly service, stemming from these core values:

- + Safety
- + Integrity
- + Respect
- + Fairness
- + Cooperation

CULTURE

Customer service is the defining characteristic by which all OCTS employees are measured. OCTS is committed to hiring for passion, experience and an ability to fit inside a culture of professionalism while recognizing fun should be had along the way.

OCTS team members are friendly and eager to help others. The staff enjoy going to work every day knowing they're going to make a difference to each other and within the transportation industry. OCTS is built on a culture of smart work that is fused with true camaraderie.



EXECUTIVE LEADERSHIP



Joe Tompalski, President

With 35 years working in transportation and logistics, Joe brings extensive experience to his role as President of Overland Container Transportation Services. Joe is passionate about empowering his team and helping them to succeed and grow. He is an entrepreneurial thinker who's genuinely excited by a collaborative approach. He leads with a very simple philosophy: be genuine in your approach to honestly serve OCTS customer's needs - do it for them, the same way you would like it done for yourself!

Joe's professional background is in sales + marketing. He was educated in Business Administration at the University of Alberta and is a born and raised Albertan.



Ria Eberhardt, Vice President of Finance

Ria has 30 years of experience in financial leadership roles, working across various industries including transportation, not for profit and legal. She has spent the last 13 years at Overland Container Transportation Services where she has grown to lead the finance and administration team of 11 employees, and prior spent 9 years as a Public Accountant. Ria holds a CPA designation.

TRICOR PACIFIC CAPITAL INC.



In 2013, OCTS partnered with Tricor Pacific Capital, Inc., a leading Canadian family office, actively investing its capital and operating knowledge into a diverse group of companies and investments. Its intention is to build and hold its investments intergenerationally to create a lasting impact on the lives of their partners, employees, families, and their community.

Based in Vancouver, the office combines decades of transaction and operational experience, having made control investments in over 80 private companies. The office is the owner of a broad portfolio of companies operating in a variety of sectors, including manufacturing, distribution, food, transportation services, industrial and real estate. Tricor Pacific Capital, Inc. is comprised of highly experienced equity investors with a genuine



reputation for conducting business with integrity, and for being the partner of choice in working with founders and management teams to continue their legacy of building great businesses.

THE OPPORTUNITY

POSITION + SCOPE

The Director of Accounting & Finance is a key leadership position with OCTS and is responsible for developing, implementing, and standardizing finance, accounting, and IT processes that drive timely and accurate business information and insights, ensuring that OCTS's presence and performance continues to lead the specialty transportation and logistics industry in Alberta.

Reporting to the Vice President of Finance, the Director of Accounting & Finance will provide the President, the Board and members of the leadership team with sound financial advice and counsel to ensure the achievement of strategic, operational and financial objectives.

This position is considered of critical importance by OCTS and its Partners, Tricor Pacific Capital, in respect of governance and control, as well as strategic leadership. Over time, the responsibilities of this position are expected to become more wide-ranging and even higher impact as OCTS continues to grow and expand its service offering.

DUTIES + RESPONSIBILITIES

Financial Reporting

- + Lead the preparation of weekly dashboards as well as monthly and quarterly financial statements for internal Management and Board reporting purposes as required.
- + Prepare monthly sales, expenses and variance reports.
- + Prepare net working capital reports.
- + Prepare balance sheet account reconciliations and month end journal entries.
- + Prepare ad hoc analysis using business information tools.
- + Assist the Vice President of Finance with special projects.
- + Support preparation of working papers in support of annual review engagement and annual tax requirements. Submit monthly sales tax statements to applicable states.

Costing

- + Lead and manage revenue and expense posting and analyze variances on service delivery.
- + Complete costing for revenue and expense cost rollups.



- + Provides oversight on the setup new services in ERP, bills-of-materials maintenance.
- + Lead cost reduction initiatives.

Inventory / Prepaids / AR / Payables / Accrued Liabilities – i.e. “Net Working Capital”

- + Process and manage net working capital accounts, oversee days outstanding, perform variance analysis.
- + Process disposals and credits.
- + Monitors AR balances and follows up with sales executives or where appropriate customer accounting departments.

Cash Management

- + Update weekly cash flow forecasts and communicates promptly with the Vice President of Finance on ongoing cash requirements of the business.
- + Prepares and approves payment runs and bi-weekly payroll.

Budgets and Forecasts

- + Assist the Vice President of Finance in preparing annual operating and capital budgets.
- + Assist the Vice President of Finance in preparing and updating quarterly forecasts.
- + Assist the Vice President of Finance in preparing board materials (4x annually).

Other

- + Provide leadership support and development of finance staff.
- + Promotes sound financial management practices by recommending best practice internal financial controls and reporting policies and procedures.
- + Identifies, evaluates and implements process efficiencies.
- + Provides support for other special projects on an ad hoc basis, as required, including enhancing the ERP system, enhancing inventory analysis and/or other project development activities.

YEAR ONE CRITICAL SUCCESS FACTORS

- + Establish rapport, trust and credibility with the team in order to assume management responsibilities in the near term.
- + Further develop and maintain the reporting and tracking of KPIs.
- + Ensure accounting deadlines are met and that statements are sent out quickly and efficiently.
- + Establish the right protocol and process for product costing.



PROFESSIONAL EXPERIENCE + QUALIFICATIONS

- + 5+ years related financial accounting experience, in a Controller role or equivalent. Experience within the transportation industry and public accounting firm is ideal.
- + Strong accounting and financial background with capabilities in financial reporting, data analysis and forecasting and cost accounting.
- + Experience preparing regular and timely reporting on KPIs in support of tactical and strategic decision making.
- + Analytical. Financially minded with a strong numerical aptitude. Able to distill insights from a complex data set and develop strategies and action plans to address areas for improvement and opportunities for growth.
- + Embraces and champions digital technologies; experience with Netsuite is an asset.
- + Strong financial modelling skills required. Highly proficient in Excel, PowerPoint and other Microsoft Office applications.

PERSONAL + LEADERSHIP ATTRIBUTES

- + A skilled communicator. Exhibits a strong leadership presence and is articulate and direct.
- + Good problem-solving skills and analytical abilities. Able to work effectively using objectives and metrics.
- + Optimistic; able to cope with setbacks and unexpected challenges with energy.
- + High energy, works at a fast pace, driven by results, and very responsive to his or her leader and business needs. Demonstrated ability to work on multiple tasks simultaneously.
- + Entrepreneurial, pragmatic, demonstrates clear sense of urgency, and can be 'scrappy' when circumstances demand it. Proactively looks for opportunities to succeed and resourceful when finding ways to overcome obstacles and barriers.
- + "Low ego" personality / team player. Able to create successful relationships with varying personalities and functions.
- + Experience and understanding of smaller company growth opportunities and expectations.

EDUCATION REQUIRED

- + Bachelor's degree, ideally in business or a related field.
- + Certification as a Chartered Professional Accountant (CPA) in Canada is required.



CONTACT INFORMATION

For more information about Overland Container Transportations Services, please visit their website at <http://www.octs.ab.ca/>

For interest in, or recommendations for this role, please contact:

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