



Harold Hay, CPA, CA

An action oriented, financial executive with significant “hands on” experience providing strategic and tactical financial leadership in a variety of scenarios, Harold’s active, results focused orientation and critical thinking approach have enabled him to become a trusted advisor and partner to Presidents and CEOs. Working collaboratively with other senior managers, Harold has designed and implemented sound business practices that have enabled sustainable organizational growth. With a solid track record of accomplishment through creating, leading and motivating high performance teams, Harold has significant experience in successfully leading and implementing organizational change and transformation in both the corporate and Not for Profit sectors.

SELECTED ACHIEVEMENTS

- Improved operational reporting and analysis - led the development and implementation of pricing models based on customer and service offering to provide more meaningful financial input into business development efforts.
- Successfully conducted an extensive expenditure review assignment for a large complex organization in the broader Public sector.
- Conducted a detailed evaluation of the strategic planning framework for a national multi-location Not for Profit organization.
- Provided a strategic evaluation of existing business processes in a rapidly expanding organization in the Public health field.
- Working with the President of a new division, took a leadership role in building the management team, infrastructure and information systems to create a consistently profitable division.
- Successfully led and motivated the entire finance staff in completely replacing a fully integrated system with the new parent company's system in one year, while adhering to the parent company's rigorous reporting requirements.

PRIOR EXPERIENCE

- Osborne Group
 - Jamesway Incubator Co.
 - Central CCAC
 - Bug In A Rug Inc.
 - YMCA Canada
 - Central West Specialized Developmental Services
 - mSpec Inc.
- Rothmans, Benson & Hedges Inc. – Director Finance, Controller
- ICW Logistics Services – Vice President, Finance
- Champion Road Machinery – CFO
- GSW Thermoplastics Company – Vice President Finance & Administration

QUALIFICATIONS

- Chartered Accountant -- BC, Member Ontario Institute
- Graduate Queen’s University Executive Program
- Carleton University -- B.A. (Hons)
- Community Living Burlington – Director
- Hospice King-Aurora – Director/Chair
- United Way of Barrie South Simcoe – Director/Chair

