

The City of Pickering is committed to creating an equitable, diverse and inclusive workplace and strives to foster a sense of belonging, empowerment and respect among all employees and community members. We recognize and value that diverse perspectives, skills, backgrounds, and lived experiences contribute to the growth and strength of our organization and community. As such, we welcome and encourage applications from Indigenous Peoples and equity-deserving communities including women, persons with disabilities, racialized persons, persons who identify as 2SLGBTQI+, and other diverse communities.

Senior Business Systems Financial Analyst

Department:	Finance
Classification:	1 Full-time, Permanent
Affiliation:	Non-Union
Vacancy Reason:	Existing
Shift/Hours:	Monday – Friday, 35 hours per week
Salary Range:	\$114,132.20 - \$126,526.40 annually
Work Location:	City Hall, One the Esplanade South, Pickering, ON (Hybrid Remote)
Date Posted:	Tuesday, February 17, 2026
Deadline to Apply:	Tuesday, March 3, 2026 by 12:00 noon

Job Summary

The City of Pickering is seeking a dedicated and motivated individual to join our team in the role of Senior Business Systems Financial Analyst.

The incumbent is responsible for supporting and optimizing the City's Enterprise Resource Planning (ERP) system, SAP, to ensure accurate, efficient, and reliable financial processing and reporting. The incumbent is an experienced SAP user of the Financial Accounting (FI) modules, including General Ledger, Accounts Receivable, and Accounts Payable, and knowledgeable in the Controlling (CO) functionality for internal management accounting, including cost centres, profit centres, and funds management. The role provides support and training to the users of SAP's FICO modules. The role provides functional support for Supply Chain Management (SCM) processes and related financial system integrations, including point-of-sale and online payment systems (CORE/iPayments).

The incumbent will participate in financial systems testing and upgrades. Assisting with preparation of SAP end-user training programs, preparing standard procedure documentation and supporting new user on-boarding.

Primary Responsibilities

- Supports and provides user training for the City's financial modules within the ERP system; including the General Ledger, A/P, A/R, Project Systems, and Supply Chain Management (SCM). Provides additional support for the Budgeting System and Budget Control.
- Develops SAP user training guides for both finance and user departments. Provides individualized instruction to staff, while improving both the understanding of and efficiency of the use of SAP.
- Provides support for new initiatives related to the Point-of-Sale (POS) System CORE and website payment systems and reviews SAP system developments through testing, and troubleshooting user issues.
- Performs compliance audits on financial transactions and data to ensure compliance with the City's policies and procedures. Provides reports to the Director as required.
- Optimizes initiatives and efficiencies related to the financial system (SAP). Supports improvements in system performance, assist departments with budget control and improved financial reporting capabilities.
- Assists in identifying opportunities for improvements to existing procedures and systems.

Additional secondary responsibilities may apply and will be outlined in the Job Description, which will be provided to candidates selected for an interview.

Education and Experience

- University Degree in Accounting, Business Administration, Economics or related discipline and completion of a professional designation (CPA, CA, CGA or CMA).

- Five years' SAP financial modules (FICO) user experience in a mid to large sized organization with experience in financial accounting & reporting and leadership, preferably in a municipal environment.
- Hands on experience using SAP FICO and SCM modules. SAP implementation experience in a finance role being an asset.
- Proficient in SAP S4/HANA General Ledger (G/L), with a strong understanding of financial transactions, data and workflows.
- Experience with a POS system would be an asset.

Knowledge, Skills and Abilities

- Demonstrated proficiency in using, supporting and troubleshooting an ERP system (SAP)
- Demonstrable knowledge of generally accepted accounting principles and practices and general municipal accounting.
- Strong problem solving, analytical, organization, presentation and customer service skills.
- Strong communication skills both verbally and in writing (in the English language), as well as effective planning and time management skills.
- Ability to work independently on assigned duties with minimum supervision and work effectively as a member of a team when required.
- Ability to establish and maintain effective business relationships with all levels of employees and elected officials.
- Strong initiative and ability to work with multiple priorities in an active environment.
- Demonstrated proficiency in the use of personal computers and Windows based computer applications with an emphasis on computerized financial systems and software applications, including Excel spreadsheet software.
- Must be prepared to undergo a Criminal Reference Check as a condition of employment.

Compensation also includes the ability to work a hybrid remote schedule, a comprehensive benefits package, and an OMERS pension plan.

Qualified candidates may complete an **online application form** where you will be required to upload your resume and cover letter (PDFs only). We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, personal information is collected under the authority of the *Municipal Act* and is used for the purpose of candidate selection.

The City of Pickering is committed to inclusive and barrier-free employment practices, and to creating a workplace that reflects and supports the diversity of the community we serve. Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act*. Accessible formats and supports can be requested. For assistance, please contact the Human Resources Department at 905.420.4627 or hr@pickering.ca.

Pickering: A complete, world-class city... inclusive, connected, caring and prosperous.

