



Director of Finance – District of Oak Bay

Organization Website	Posting Date	Location	Salary Range (CAD)	Applications
oakbay.ca	April 2026	Greater Victoria Area, BC	\$156,437 - \$179,384	info@hwest.ca

Organizational Profile

The District of Oak Bay is a historic waterfront community of approximately 18,000 residents, forming part of the Greater Victoria and one of 13 municipalities within the Capital Regional District. Oak Bay combines a long tradition of local governance with a forward-looking vision grounded in sustainability, livability, and community stewardship.

Guided by its Official Community Plan, Oak Bay envisions a dynamic and resilient municipality that honours its distinct village charm, established residential character, and natural coastal setting while thoughtfully adapting to evolving community needs. The District strives to be economically, environmentally, and socially sustainable, fostering active citizenship and meaningful public engagement in local decision-making.

Oak Bay is located on the traditional territories of the ləkʷəŋən Peoples, known today as the Songhees Nation and Xwepsum (Esquimalt) Nation. The District acknowledges and respects that the Nations’ historic connections to these lands continue to this day.

About the Role

Reporting to the Chief Administrative Officer, the Director of Finance provides corporate leadership across all financial functions while supporting Council and the organization in achieving long-term financial sustainability and operational excellence.

This is a critical leadership opportunity for a progressive municipal finance professional who brings strong technical expertise, exceptional communication skills, and the ability to translate complex financial information into clear, accessible insights for decision-makers and the community. The Director plays a key role in advancing financial strategies, strengthening internal processes, and fostering a culture of collaboration, innovation, and continuous improvement across the organization.

This is an incredible opportunity for a strategic and service-oriented finance leader to lead the Finance function at the District of Oak Bay. The successful candidate will hold a bachelor’s degree in accounting or business, a Certified Professional Accountant (CPA) designation, and a minimum of ten (10) years of progressively responsible leadership and management experience combined with multiple years of related senior financial management experience in a unionized local government organization. An equivalent combination of education and experience may be considered.

The salary for this position is \$156,437 to \$179,384 annually and is supplemented by a competitive total compensation plan.

Contact Details

If you are interested in learning more about this unique opportunity with the District of Oak Bay, please contact Harbour West Consulting at 604-998-4032 or forward your resume and cover letter in confidence to info@hwest.ca.

Diversity, Equity, Inclusion + Accessibility: Harbour West Consulting + the District of Oak Bay believe equity, diversity, inclusion, and accessibility are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to our services, jobs, and opportunities. We strive to ensure processes unfold in a fair, transparent, timely, and open manner to include individuals previously underrepresented or discouraged from participating.



Applications

Letter of introduction and resume via email to us at info@hwest.ca