

Come work with us!

We are not your average law firm.

At Stewart McKelvey, we **think: forward** in a typically traditional field to outperform the expectations of our clients – and our lawyers. Our team members are the force that drives our business toward a modern, diverse and innovative future.

Our goal is to continue to invest in people who contribute their diverse perspectives, ideas and experiences. At Stewart McKelvey, your whole unique self will belong.

In return, we offer a culture that supports flexible work arrangements, mental and physical wellness, and a competitive compensation & benefits package.

A few things in particular that we offer to our team include:

- Flexible work arrangements for many positions, including work from home options
- A generous paid time-off package including vacation time, sick time and “flex days”
- Group Retirement Plan with employer contribution matching
- A top rate flexible health and dental plan
- An annual wellness allowance, for a broad range of eligible expenses, such as fitness memberships and fees, fitness equipment, general health & wellness support, personal development courses, and home office expenses
- A “Dress for your Day” policy
- Assistance for continuing education
- Social events and staff retreats
- A positive and fun work environment where we value inclusion and mutual respect

If this sounds like a work environment you’d thrive in, we may have just the right opportunity for you!

We are currently seeking a **Senior Financial Analyst – Pricing** to join our Financial Planning & Analysis team based in the Firm’s **Halifax, Nova Scotia** office.

Type of Position: Full-Time, Permanent

Close Date: June 18, 2026

The Opportunity:

The Senior Financial Analyst - Pricing is a newly created role designed to support the Firm’s growing need for deeper financial insight, stronger pricing intelligence and enhanced strategic decision-making.

The ideal candidate is a curious and commercially minded finance professional who enjoys working with data, building practical tools, and helping stakeholders make informed decisions. They are comfortable working with detail, explaining financial concepts clearly, and contributing to the development of a growing pricing and FP&A function.

This position offers an exciting opportunity to help develop the Firm's pricing function, working closely with the Firm's Commercial team, which supports client development, pricing, proposals, and strategic growth initiatives as well as Lawyers. The role will support strategic pricing decisions, develop data-driven insights, and enhance the Firm's ability to deliver value-based pricing solutions.

This role offers strong exposure to Partners, Firm leadership and Department leaders and the opportunity to influence key financial and strategic decisions. Operating within a professional services environment with revenue and pricing dynamics, this role provides a unique opportunity to develop specialized FP&A expertise.

Essential Duties & Responsibilities:

- Develop and maintain pricing and profitability models to support financial planning, forecasting, and strategic decision-making.
- Support annual budgeting and periodic forecasting processes by incorporating pricing assumptions, rate changes, and revenue drivers into financial models.
- Analyze financial performance at the matter, client, and practice group level, identifying trends, risks, and opportunities to improve profitability.
- Provide pricing and financial analysis to support client proposals, RFPs, panel submissions, and alternative fee arrangements (AFAs).
- Assist in the development and implementation of pricing strategies, including rate setting, client-specific arrangements, and institutional pricing models.
- Prepare regular and ad hoc reporting on pricing, revenue, and profitability metrics for Finance and Firm leadership.
- Build and maintain reporting tools and analytical frameworks to improve visibility into pricing and financial performance.
- Collaborate with the Commercial team, partners, and practice groups to support pricing decisions, budgeting, and matter-level financial management.
- Identify opportunities to improve financial performance, pricing consistency, and process efficiency across the Firm.
- Contribute to the development of standardized processes, tools, and controls to support effective pricing and financial governance.
- Perform additional duties and analytical projects as required to support the FP&A function.

Knowledge, Skills and Abilities Required:

- Undergraduate degree in Business Administration or equivalent, with a focus in Finance, Accounting or a related field;

- Minimum of 5 years' experience in an FP&A, pricing, business analytics or similar analysis role (experience in a legal or other professional services environment would be considered an asset);
- Advanced skills in Microsoft Excel (e.g., financial modeling, scenario analysis, use of complex formulas);
- Experience with Power Query/Power BI or other reporting and visualization tools would be considered an asset;
- Strong analytical, problem-solving, and business acumen, with an understanding of business economics and profitability drivers;
- Strong communication skills, with the ability to translate financial analysis into clear, practical insights for non-finance stakeholders;
- Ability to work collaboratively with Partners, lawyers, business services teams, and Firm leadership;
- Comfort working in a newly created role, including helping develop processes, tools, and frameworks;
- High attention to detail and accuracy;
- Strong business acumen and understanding of the economics of a business; and
- MBA/CPA considered an asset but not required.

Our Focus on Diversity, Equity & Inclusion:

At Stewart McKelvey, we are committed to a workplace where you truly belong. We celebrate and respect the unique identities, perspectives, and experiences that each person brings, ensuring everyone feels seen, heard, and valued as part of our firm.

During the recruitment process, applicants have the right to request an accommodation. Applicants invited to participate in an interview and who require an accommodation are encouraged to speak with a member of the recruitment team and discuss what we can do to better support them during this process.

Interested Candidates:

Interested candidates can apply [here](#).

*For security purposes, applicants are asked to submit their resume, cover letter and any other accompanying application documents in **PDF format**.*

We thank all applicants for their interest. However, only those selected for an interview will be contacted and any offer of employment will be conditional upon a satisfactory background check.