

Controller for Michigan Manufacturer of Highly Engineered and Machined Components

The Controller position is a key management position within the Company, and will be expected to be a value added participant in the continued profitable management of the Company, and play a key role in the development and execution of a long term growth strategy. The Controller will provide the leadership for the accounting team to provide sound financial analysis and advice to support strategic business decisions. The Company has a collaborative management team, and the Controller will be expected to be a true “business partner” with the CFO and CEO and the other functional managers in the business. This is a key role in the continued growth of a PE platform company with exceptional opportunity for professional growth and exposure to the PE environment.

The Controller will have primary day-to-day responsibility for managing the accounting function, and will report directly to the CFO, along with fiduciary responsibility to the Private Equity owner. This will include direct responsibility for accounting, finance, forecasting and cost accounting. The Controller is expected to produce accurate and timely financial statements and work with the CFO to analyze results and drive corrective actions when budget shortfalls occur. The Controller will also be expected to maintain a strong system of internal controls to safeguard corporate assets, and ensure corporate policies are being followed.

This position provides a competitive salary and bonus plan as well as Company benefits.

Desired Competencies

1. Successful hands-on experience leading an accounting function, as a Controller or Assistant Controller, in a manufacturing company.
2. Experience with financial reporting, forecasting and financial analysis reporting, or similar experience.
3. Experience in the development of annual budgets and forecast updates.
4. Experience in an environment of successfully managing growth.
5. Experience with commercial contracts dealing with customer and supply transactions and agreements.
6. CPA license and/or MBA preferred.
7. Experience with M&A evaluation and analysis, although not a prerequisite.

Primary Ongoing Functions and Skillsets

Financial Management:

1. Ensures sound internal financial management control systems and procedures are in place.
2. Lead preparation of ongoing required financial statements and operating reports ensuring compliance with appropriate GAAP standards, and regulatory requirements.
3. Reviews financial statements and operating reports with all parties.
4. Reviews and directs all daily accounting functions.
5. Oversees and ensures timely and accurate processing of transactions and accounting data and ensures legal and regulatory compliance regarding all financial functions.
6. Strong cost accounting skills including "hands on" leadership in developing, implementing, and maintaining a comprehensive cost system.
7. Assist in preparation of the financial presentation for meetings with the PE owner.
8. Preparation / analysis of daily / weekly / monthly reports of key financial and operational metric trends.
9. Initiates and optimizes appropriate strategies to enhance cash and working capital positions.
10. Oversee / manage AR credit policies and collection activity to reduce DSO.
11. Oversee / manage AP vendor payment policies to optimize DPO while maintaining vendor relationships and ensuring continued supply.
12. Assess organizational performance against budgets with functional leaders and management team.

Strategic and Analytical:

13. Displays orientation to profitability and aligns finance with strategic goals.
14. Analytical abilities and solid communication skills as to what is driving results.
15. Provide management team with business forecasts that convey timely insights as to prospective profit impacts of changes in selling prices/volumes and/or cost reductions as needed and as market conditions dictate that enable better management decision making.
16. Develop and manage processes and systems to provide management team with timely financial and operational information in regards to Company performance compared to strategic/operation plan and make actionable strategic and tactical recommendations.
17. Continuous focus on cost containment, cost reductions and overall improvement on improving VAOI (Valued Added Operating Income) and communication of strategies and executable action plans to management team.

18. Play a key role with CEO, CFO and management team and PE Firm in key decisions pertaining to strategic initiatives and execution.

Relationship Building:

19. Establishes credibility throughout the organization as an effective developer of solutions to business challenges.
20. Ability to build solid working relationships across the organization including with management, workforce, customers, suppliers and other parties.
21. Along with management assess and negotiate significant business relationships with customers and suppliers, and other parties.

IT and Technology:

22. Proficiency with ERP and can leverage IT to gain efficiencies across the company.
23. Demonstrates proficiency in all MS Office applications including Word, Excel, & Power Point.
24. Proficiencies or experience with Plex ERP System or similar technology.

Key Personal Attributes:

- Strong Leadership: A Proactive and Passionate Advocate for the Business.
- Exceptional Technical Skills Tailored to the Business.
- Sense of Urgency: “All Hands on Deck”.
- A Proactive Partner with the management team.
- Exhibits confidence in self and others; Inspires and motivates others to perform well. Willing to roll up sleeves and perform work as well as manage others.
- Effectively influences actions of others; Accepts feedback from others; Gives appropriate recognition to others.
- Creates a sense of team spirit and helps to create a positive work environment.
- Ethics: Treats people with respect, keeps commitments; works with integrity and ethically. Upholds organizational values. Follows through on commitments. Not a silo builder.
- Strategic Thinking: Develops strategies to help achieve departmental and company goals.
- Oral/Written Communication Skills: Speaks/writes clearly and persuasively in positive or negative situations. Listens and gets clarification.
- Actively participates in meetings. Presents himself/herself in a well groomed professional manner.
- Innovation: Displays original thinking and creativity. Meets challenges with resourcefulness, generates suggestions for improving work and develops innovative approaches and ideas.

- Adapts to changes in the work environment, manages competing demands, changes approach or method to best fit the situation, able to deal with change, delays or unexpected events.
- Strong organizational skills: versatile and able to manage multiple projects simultaneously.
- Strong work-ethic, detail-driven and a commitment to doing whatever it takes to get the job done.
- Demonstrates exceptional follow through.

Travel Requirements:

- Minimal travel.