

## **CHIEF FINANCIAL OFFICER**

### **THE COMPANY**

Our client is a North American manufacturer and distributor of industrial products. Sales are in the \$350MM range and there is an aggressive acquisition strategy in place.

### **LOCATION, REPORTING RELATIONSHIP & COMPENSATION**

Located in Fairfield County, CT, this position reports to the Chief Executive Officer and will provide a competitive base salary with targeted bonus of 30%.

### **POSITION RESPONSIBILITIES**

Primary responsibility for the financial plans and policies of the organization, including establishment and maintenance of fiscal controls, preparation, analysis and interpretation of financial reports and safeguarding of the organization's assets. Develop and maintain overall accounting policies and controls. Establish internal auditing and business analysis. Work with Chairman in maintaining good corporate relations with the banking community as the Chairman directs. Assist in long range planning and advise senior management on financial affairs

FINANCE - budgeting and reporting; financial planning/forecasting; banking, capital, and cash management. OPERATIONS - resource utilization and profitability; cost management/reduction; sales analysis; process/analysis management; operation guidelines/policy development. OTHER – As directed by the Chairman; acquisition analysis; strategic planning.

### **KEY DELIVERABLES**

Develop formal planning process with quarterly reviews that result in more effective management of business on location by location basis. Build out financial department. Implement management systems that improve resource planning, cost, analysis, forecasting and budgeting. Drive company quarterly EBITDA margins to achieve or exceed stated goals. As required when directed by the CEO, manage external banking relationships.

## **IDEAL CANDIDATE PROFILE**

Able to drive results. Exceptional leadership, communication and interpersonal skills. Personal style that fosters cooperative teamwork. Able to work at both a strategic and detail level. Change agent. Willing to participate in challenging the “status quo.” Forward thinker. Broad business perspective (must be a tireless advocate of both share/profit growth).

Excellent analytical thinking. Team orientation - "roll-up-the-sleeves" style. Must be highly numerate and possess strong analytical, negotiating, written and oral communication skills - "speak with data" style.

An advocate of ideas and issues in a cooperative, non-bureaucratic fashion. Demonstrated experience and record of achievement in enhancing bottom line results for existing lines of business as well as aggressively seeking and promoting new channels for growth.

Superior intelligence. Enthusiastic. Highly energized. Ability to provide innovative leadership and guide organization in dealing with the speed of change. Possess a "get it done" style. Engage associates "upfront." Ability to present alternative ideas and rationales for same. As a true partner, support the office of the Chief Executive Officer helping to institute cultural change initiatives.

Minimum 20 years experience, including Chief Financial Officer responsibilities, ideally with at least two \$200MM- \$500MM multi-facility organizations. Some prior successful experience dealing with mergers and acquisitions desired. Undergraduate degree in Accounting/Finance; CPA desired.