



### **The Position – Chief Financial Officer**

The CFO is accountable for the administrative, financial and risk management operations of the organization. This individual will plan, develop, organize, implement, direct and evaluate the organization's fiscal function and performance. The CFO will develop and monitor control systems designed to preserve the company assets and report accurate financial results.

The CFO will actively participate in the development of the organization's plans and programs as a strategic partner and member of the executive leadership team. He/she reports to the President.

### **The Company**

A privately-held company with approximately 175 employees and annual revenues of \$70 million.

### **Location**

This role is based at corporate headquarters in Northeast Wisconsin.

### **Ideal Candidate**

**Education** – A Bachelor's Degree in Accounting, Finance or related business field. A MBA is preferred. The qualified individual will have a minimum of 10 to 15 years of progressively responsible experience in a manufacturing environment. Previous experience leading a business or division preferred. Multi-site experience is a positive.

**Business Acumen** – This individual will need to quickly learn the business, including the seasonal implications of the industry. Possess an overall understanding of business and the levers for success. As a member of the senior leadership team, will actively contribute to the development of short-term and long-term strategies for the success of the business. Must be able to communicate the vision and strategies to support and deliver the needs of the business. Possesses excellent analytical skills with the ability to dive into the data. Has the ability to quickly learn the organization's systems to extract the information needed to provide accurate and timely information. While data-driven, must also be Intuitive. One who is a transformational thinker and does not just accept the status quo. Must be innovative, proactive and willing to think outside the box with a focus on how to grow the business.

**Change Management, Strategic and Tactical Leadership Skills** – Proven ability to lead people through change, drive results and build influence across the organization. Able to manage the business with a big picture vision. Adept at thinking strategically and acting tactically. Is one who builds strong, respectful relationships within all levels of the business, from the production floor to the corporate board room. Proficient at managing multiple, complex priorities and balancing the competing needs of the business. Must be a team player who rolls up their sleeves. A fair and consistent leader who holds people accountable.

**Interpersonal and Communication Skills** – Highly relational with the ability to communicate and engage with both internal and external customers. Must have a strong oral and written communications skills. Encourages open communication within the organization and welcomes feedback. Identifies, incorporates and communicates best practices. Must be approachable and a good listener. Comfortable making formal presentations.

**Prioritization and Organizational Skills** – Strong organization skills will be necessary to manage multiple, competing priorities. Must have the ability to understand and prioritize initiatives in a dynamic, fast-paced, seasonal environment. Will need to efficiently identify the priorities, assess the challenges, recognize potential obstacles, while providing appropriate resources and focus to achieve the desired results. Balancing and managing the many and various demands of this leadership role will be critical.

**Strong Internal Drive** – Must bring a high level of energy with a passion for his/her work. A strong sense of responsibility and excitement for their role, the organization and the industry must be at the forefront. A continuous learner who also seeks to understand. Always strives for excellence.

**Integrity and Work Ethic** – Fair, honest, approachable, and trustworthy. Viewed by everyone in the organization as one that is willing to directly engage and roll up their sleeves. Must be resourceful, creative, and results-oriented.

## **COMPENSATION**

Compensation is commensurate with experience, including base salary and discretionary bonus potential. The company provides a complete benefits package.

## **CHALLENGES**

- ❖ Quickly learn the business and the industry to take the lead on projects and acquisitions.
  
- ❖ The President and executive leadership team encourage others to directly challenge their thinking or the status quo.

- ❖ Fast-paced, hard driving leadership team with high expectations.
- ❖ Solidifying the organization's brand.
- ❖ Managing competing priorities with multiple locations.

## **ATTRACTIONS**

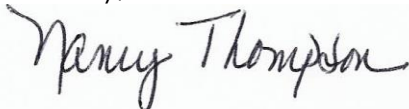
- ❖ A financially strong, growing organization.
- ❖ A crucial leadership role, the CFO will be a thought partner to the President.
- ❖ A leadership team that welcomes new ideas, encourages and expects respectful debate.
- ❖ The CFO will have the opportunity to be a change leader and significantly impact the organization.
- ❖ Loyal, dedicated employees with a strong work-ethic.

## **Compensation**

Commensurate with experience – base and bonus. The company offers a full benefits package.

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Sincerely,



**Nancy Thompson**  
Managing Partner

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