

RapidAir

Controller Job Specification

The Company

RapidAir was founded in 2008 and is headquartered in Auburndale, Wisconsin. The company has enjoyed dynamic growth and is seeking a Controller to add to its senior leadership team.

RapidAir is a manufacturer and distributor of compressed air piping systems, components, kits, and other accessories. The company sells its compressed air piping systems under three different brands in addition to providing filter regulators, moisture drains, couplers, fittings, hose reels and other air compressor accessories. The company sells through its own e-commerce website, distributors, retailers, and contractors.

RapidAir is majority-owned by Pfingsten Partners, an operationally focused private equity firm based in Chicago IL. Pfingsten partners with entrepreneurs in building better businesses through operational improvements, professional management practices, global capabilities and profitable business growth. The goal is to grow the business 3 to 4X through a combination of operational improvements, organic growth initiatives and add-on acquisitions.

This is a unique opportunity to join an established company with an expanding leadership team that is well-positioned for significant growth potential. For more information, please visit the Company's websites: www.rapidairproducts.com and www.pfingsten.com.

Position Summary:

The Controller will report to the CEO and be a part of the Senior Management team. The Controller will be responsible for all financial and order management functions including accounting, financial reporting, business metrics, human resources, information technology, treasury, tax compliance, insurance and order processing. The position will manage a small internal staff and third-party service providers. The Controller will combine financial skills with a strong business acumen to support the Company's business processes. As a member of the senior leadership team, the Controller will provide leadership to the organization and participate in developing finance and accounting strategies, policies, objectives, and operating plans to meet corporate growth and profitability goals.

Primary Duties and Responsibilities:

- Responsible for accounting staff, cash management, asset management, budgeting, cost management, operations analysis, financial and business reporting, and various external financial and business affairs.
- Reviews all month-end closing activities, including general ledger maintenance and balance sheet.

- Responsible for all accounting policies and application of new accounting and tax pronouncements.
- Coordinates materials for Board of Directors meetings, including corporate minutes, and attends meetings.
- Monitors expenditures, investigates significant variances, identifies and implements corrective action, and approves request from senior managers for the reallocation of funds within the parameters of the approved budget.
- Develops key performance measures to provide creative insights into the business, monitor service levels and assess cost drivers.
- Develops and maintains an internal controls process designed to provide reliable financial reporting, timely feedback on the achievement of the strategic planning objectives and compliance with laws and regulations.
- Oversees Company's treasury duties and responsibilities to include cash management, covenant compliance, banking and equity partner communication and compliance.
- Manages the company's risk management program, including property, general liability, ocean cargo, cyber and employment practices.
- Ensures legal and regulatory compliance of financial functions and coordinates financial audits and tax returns filings.
- Oversees the Human Resource function to ensure effective resource management, including workers' comp, safety statistics and annual reporting.
- Lead by being a positive role model who acts in an enthusiastic and dynamic way to lead the organization to achieve the company goals and objectives.

Required Knowledge/Skills/Abilities

- Ability to develop strong relationships with executive team and working level personnel
- Ability to lead, train and mentor employees on a personal level to achieve high standards of performance
- Dependable individual with the ability to make independent decisions
- Demonstrated experience in designing and implementing best-in-class processes and systems
- Excellent oral and written communication skills
- Strong analytical skills with use of metrics; experience with business intelligence tools a plus
- Experience with ERP systems; highly proficient in MS Excel, PowerPoint and Word

Education and Experience Requirements

- Bachelor's degree in Finance or Accounting and CPA is required. An MBA a plus.
- A minimum of 10 years of progressive finance and accounting experience, including a minimum of 5 years in a management position.
- Successful track record in meeting financial goals.

About Auburndale, Wisconsin

Auburndale is located in central Wisconsin. It is a small village that is conveniently located within minutes of four larger cities, yet retains a very rural and friendly feel. Auburndale is 8 miles east of the city of Marshfield, and 20 miles northwest of Wisconsin Rapids, 25 miles west of Stevens Point and 45 minutes southwest of Wausau. These four cities have excellent medical care and diverse restaurants, shopping and entertainment.

For Consideration:

Baker Tilly Search & Staffing has been retained by RapidAir/Engineered Specialties to lead the search for a new controller for their organization. For consideration, please submit resume to Bob Faulds at bob.faulds@bakertilly.com.