



CONTROLLER

REPORTS TO: CFO

LOCATION: Iron Mountain, MI

ABOUT SYSTEMS CONTROL

Systems Control is the best-in-class designer and manufacturer of customized, highly engineered control panels and electrical substation equipment enclosures for the transmission and distribution industry. Founded in 1962 and headquartered in the Upper Peninsula of Michigan, Systems Control serves a blue-chip customer base of electric utility companies. In March 2018, Comvest Partners acquired the Company. The acquisition enables Systems Control to continue to strengthen its position as the market leader within a sector experiencing strong tailwinds due to aging electrical grid infrastructure in the US and grid modernization initiatives.

COMVEST PARTNERS AND OPERATING ADVISORY GROUP

Comvest Partners is a private investment firm providing equity and debt capital to middle-market companies across North America. Since its founding in 2000, Comvest has invested in over 150 companies. Today, Comvest's funds have \$3.3 billion of assets under management. Through its extensive capital resources and broad network of industry relationships, Comvest offers its companies financial sponsorship, critical strategic and operational support, and business development assistance. The Operating Advisory Group provides deep operating and consultation expertise to Comvest Partners' portfolio companies from due diligence through exit.

POSITION OVERVIEW

The Controller of Systems Control will be responsible for overseeing the accounting function while helping develop financial strategy to manage the company's growth yet maintaining the core values and culture that the company was built on. He/she will need to implement rigorous processes while constantly searching for value in areas aligned with the company's strategic objectives. This will require an individual who has a strong background in the fundamentals of accounting, accounting process and system improvements, internal controls, and is willing to be hands-on.

DUTIES AND RESPONSIBILITIES

- Oversee the monthly closing process.
- Coordinate and manage external statutory audits and tax compliance.
- Guide financial decisions by establishing, monitoring, and enforcing policies and procedures.
- Develop and implement a continuous improvement culture and drive continuous improvement activities across all accounting process, with particular emphasis on the month-end closing process.
- Achieve budget objectives by scheduling expenditures; analyzing variances; initiating corrective actions.
- Provide status of financial condition by collecting, interpreting, and reporting financial data.
- Prepare special reports by collecting, analyzing, and summarizing information and trends.
- Comply with federal, state, and local legal requirements by studying existing and new legislation; anticipating future legislation; enforcing adherence to requirements; filing financial reports; advising management on needed actions.
- A strong understanding of multi-jurisdictional sales and use tax requirements
- Complete operational requirements by scheduling and assigning employees; following up on work results.



- Team building: recruiting, selecting, orienting, and training employees.
- Coaching and counseling employees; planning, monitoring, and appraising job results.
- Work with the CFO and management team to prepare monthly and quarterly updates to company stakeholders.
- Work closely with business leaders to incorporate financial and strategic analysis into key business decisions.
- A hands-on approach that ensures that the business operations are executed with clear transparency with respect to their financial implications.
- Welcome engagement on various strategic topics.
- Engage with Comvest/OAG throughout the investment cycle.
- Cultural Fit
 - Facetime and hands-on engagement across the business with frequent reinforcement and presence during the first year to drive awareness of leadership team.
 - Emphasis on collaboration, teamwork, and breakdown of silos to ensure functions are working together harmoniously.
 - Development of measurable goals and a culture of high-performance human capital management.
- Ensure the preparation of high integrity financial statements and KPIs.

EXPERIENCE & EDUCATION

- Bachelor's degree in accounting. A CPA or MBA is strongly preferred.
- 6 to 10 years of corporate accounting experience in a manufacturing environment.

QUALIFICATIONS AND PERSONAL CHARACTERISTICS

- Results-oriented, with a very strong drive, work ethic and commitment to excellence
- Strong computer skills, with particular emphasis on financial ERP systems and Excel
- Ability to develop and articulate strategy coupled with a willingness to "roll up your sleeves" and do the work
- Outstanding analytical skills, a high degree of intellectual curiosity, and the ability to engage with senior leaders in addressing complex business issues
- Strong communication, presentation, collaboration and interpersonal skills
- An outgoing personal style - comfortable extending oneself to others at all levels, both internally and externally
- Demonstrated ability to earn the trust and confidence of customers, peers, partners, and employees
- A track record of transparency and prompt communication with all stakeholders.
- Ability to excel in a fast-paced dynamic environment
- Preference for a track record of having worked with Private Equity and understanding the dynamics of a capital partner.

The information contained in this job description is intended to describe the essential job functions required of those assigned to this job. It is not intended to be an exhaustive list of all accountabilities, activities, skills and knowledge needed to perform the job. Please note that the job functions are reviewed periodically and are subject to change based on the business needs of the company.