



## Controller Position Description

### Responsibilities:

- Report to CEO and Board of Directors
- Perform, in accurate and timely manner, all accounting, tax, audit and treasury management functions
- Provide financial analysis (including cost accounting) to assist in managerial decision making
- Perform various capital expenditure and accounting projects, including cash flow forecasting
- Spearhead budgeting process and participate in setting corporate strategy as part of leadership team
- Maintain internal controls and safeguards
- Administer employee benefit programs
- Manage inventory controls
- Liaison to outside vendors, including lenders, audit and tax

### Education & Experience:

- 7+ years of accounting experience, including significant cost accounting
- Undergraduate degree in accounting or finance
- CPA or CMA (or other equivalent professional certification) is a plus
- High level of proficiency in typical accounting and financial reporting software, such as Excel and other Microsoft Office products
- Significant experience in cost accounting and inventory management
- Understanding intricacies of selling globally
- Familiarity with Sage 50 (or similar ERP system) is a plus
- Experience in acquisitions is a plus

### Personal Characteristics:

- Keen analytic, organization and problem-solving skills
- Strong interpersonal and communication skills, including ability to effectively interface with and communicate financial information to diverse stakeholders (management, board, capital providers)
- Good business judgement and ability to think strategically
- Proactive, positive and results-oriented
- Unquestioned integrity and ethics

### Compensation & Benefits:

- Salary range: \$100,000+
- Target bonus: 15%
- Equity ownership: Available
- Health and dental insurance
- 401k plan
- Paid vacation and holidays

**Thermach** ([www.thermach.com](http://www.thermach.com)) is a leading original equipment manufacturer of thermal spray systems. The company's branded products enable the application of powdered metals and wires to a wide array of industrial components. Thermach sells its systems globally, and the company operates from a modern facility in Appleton, WI where the company employs more than 20 people.

Thermach was acquired in 2020 in a private equity transaction which included management, Bel Air Growth Partners ([www.belairgrowth.com](http://www.belairgrowth.com)), and PRS Partners. Ownership's objective is to grow the company materially over the next several years through internal initiatives and acquisitions. This position offers a driven financial professional the opportunity to make a significant impact as a key team member in a dynamic, growth-oriented organization.

Please direct resumes and additional questions to: Steve Laczniak ([stevel@belairgrowth.com](mailto:stevel@belairgrowth.com)) or Steve Peterson ([stevep@belairgrowth.com](mailto:stevep@belairgrowth.com)).