

Position Specification

Aviation Industry

Vice President and Chief Financial Officer

The Company

Our client produces a line of nine aircraft that include 400, 500, 600, and 800-gallon capacity planes. The airplanes have earned the reputation as the industry's most capable, most preferred aircraft and are the market leader. They are used for agricultural aerial application, firefighting, narcotic crop eradication, fuel hauling, fighting locust plagues, and cleaning oil spills in coastal waters. The aircraft are working in more than 40 countries around the world supported by a global network of dealers.

The Position

Overview

As a strategic partner to the CEO and leadership team, the CFO's most important responsibility is maintaining the financial integrity of the company. The role, as it is defined today, is broad and the successful candidate will be responsible for planning, implementing, managing and controlling all financial related matters for the corporation. This includes financial reporting, treasury management, investment management, budget and forecasting, inventory, export finance, contributing to the strategic plan, legal, fixed asset management, banking relations, group medical/property and casualty insurance programs and the Employee Stock Ownership Plan (ESOP). The CFO also oversees IT systems, human resources and will have input into business operations.

Location

Southwest United States

Reporting Relationship

This position reports to the Chief Executive Officer and leads a team of 22 through 4 direct reports.

Responsibilities

- Maintain the financial integrity and viability of the company. Develop and execute the company's short and long-term strategic financial objectives.
- Provide recommendations to enhance financial performance and business opportunities, including the introduction of new programs or strategies. This includes operating improvement opportunities as identified through financial analysis or by other means.
- Conduct due diligence related to proposed acquisitions including oversight of outsourced diligence work and financial integration of acquired businesses.
- Lead Investment Committee by directing and monitoring investments of the company according to the Board approved investment policy as a proactive partner with investors.

- Chair ESOP and 401K Committees; manage all administration matters related to the plans.
- Oversee Accounting, Finance, Export Finance, Treasury, Human Resources, Inventory, Compliance and IT. Attract, develop and retain future leaders of the company.
- Prepare and monitor company operating budgets and forecasts to insure attainment of profitable objectives.
- Provide timely and accurate financial statements and timely analysis of operating results, financial trends and forecasts. Ensure credibility of the financial systems and that the financial reporting is accurate and in accordance with GAAP.
- Create best practices in the areas of financial reporting, financial planning & analysis and cash management. Ensure the company is meeting all government reporting requirements and providing timely filing of all bank reporting requirements.
- Ensure that effective internal controls are in place and ensure compliance with all applicable federal, state, and local regulatory laws and rules. Monitor legal and regulatory issues impacting the company and the industry.
- Maintain appropriate insurance coverage.
- Manage outside audits of the company, ESOP and 401K Plans.
- Liaise with BOD Audit Committee on financial performance, internal controls, audits and financial risks.
- Work closely with the CEO to build the business, including overseeing the development of military sales.

Travel

International travel will be required.

The Candidate

Education

A Bachelor's degree in a relevant field with an MBA highly preferred and/or CPA designation.

Professional Qualifications

- Five+ years' executive level experience managing an accounting or finance function for a stand-alone company or division of a large corporation. Prior experience with an ESOP-owned company is a plus.
- Minimum of 15 years in progressive financial leadership roles with a preference for experience in the manufacturing industry.
- Experience interpreting a strategic vision into an operational model and working with the CEO, Board and leadership team to implement financial aspects of the model.
- Treasury experience including interfacing with banks and managing credit agreements. Experience with the Export Import Bank of the United States is a plus.
- Exceptional technical skills to identify opportunities to improve profit margins, cash flow, EBITDA, and working capital.
- Extensive knowledge of GAAP, HR compliance, IT/Financial Systems and experience mining data for robust financial analyses on the business.

- Exceptional skills in financial statement management, cash flow forecasting, accounting, finance, investments, budgeting and forecasting, and financial analysis.
- Knowledge of manufacturing including cost accounting.
- Proficient in MS Office products: Outlook, Word, Excel, PowerPoint.

Personal Characteristics

- Exceptional strategic, critical and ownership thinking skills with an entrepreneurial mindset.
- Fully committed to honesty and integrity - impeccable ethical standards required.
- Strong leadership and execution skills, with a hands-on management style and desire to work in a dynamic, fast-paced environment. Displays a strong sense of urgency.
- A self-starter who is results oriented and uses sound judgment and decision making.
- Strong analytical skills and attention to details, and effective negotiation skills.
- Strong team building skills - develop, execute and focus team on value creation.
- Inspires, motivates and empowers others with an honest, fair, respectful and supportive approach.
- Operates proactively, taking initiative to grow the business and maintain competitive advantages.
- Flexible and adaptable to new challenges, promoting a culture of continuous process improvements.

To learn more about this opportunity or provide a confidential referral, please contact:

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