

Position Specification

Real Estate Firm

Regional Chief Financial Officer (Southeast Region)

The Company

Our client is a privately held real estate firm that offers a comprehensive suite of value-added services for its clients. The company is one of the largest residential property management companies in the United States, servicing hundreds of third-party clients, both institutional and privately owned.

The Southeast region is the largest and fastest growing region of the company. The company has had long-term stability in its accounting/finance leadership for the region which has provided the company with a solid base for continued operation. However, as the business in the region has continued to grow both in size and in complexity, the company has identified the need to add additional bandwidth to its Southeast Regional accounting/finance team. As the next step in that evolution, the company is looking to hire a Regional Chief Financial Officer in the Southeast.

The Position

Location

Southeast United States

Overview

The mission of the Regional Chief Financial Officer (“CFO”) is to be a critical business partner for the company’s Southeast regional leadership team and a key support to the overall corporate accounting/finance function. The CFO will be responsible for leading the regional accounting/finance team. More specifically, this role will ensure client financial reporting is done on a timely and accurate basis, that the regional leadership team has access to insightful and actionable financial data (including property development activities), and that the corporate accounting/financial team receives reliable, timely and complete financial information for consolidation into the overall company financials.

Reporting Relationship

The CFO will report directly to Executive VP/Partner for the Southeast Region of the company and on a dotted-line basis to the Chief Accounting Officer of the company. Reporting to the CFO will be an overall team of approximately 40 individuals. This role will interact across functional areas in the region and will also work with the corporate team to ensure the success and alignment of the Southeast Region with the overall company. Finally, the CFO will also represent the company to outside parties such as clients, vendors, professional associations, and other key stakeholders.

Responsibilities

- Serve as a “right hand” for the Executive VP/Partner of the Southeast Region (i.e. – providing insightful financial information, aiding with property development, acquisition and closing activities, etc.).
- Oversee the preparation of external property financial reports—including insightful and actionable information for property management and clients.
- Work closely with clients to provide requested information and prompt resolution of any issues.
- Oversee regional accounting operations (i.e. accounts payable, accounts receivable, general ledger, etc.). Evaluate and improve processes in the accounting/financial department as needed. Assess and make any necessary changes to ensure a high functioning regional accounting/finance team, including realignment of personnel within the department.
- Select, orient, train, assign, schedule, coach and counsel employees of the team. This includes communicating job expectations; planning, monitoring, and appraising job contributions; recommending compensation actions; and ensuring adherence to policies and procedures.
- Prepare annual budgets for the various business units of the Southeast region. Prepare monthly and quarterly reports of same business units and overall Southeast region.
- Monitor the overall Southeast region budget and individual business unit budgets to help ensure maximum profitability for the overall region and individual business units within the region.
- Coordinate with the corporate accounting/financial team to ensure all appropriate regional information is communicated so that corporate has the necessary information to prepare financial reports, as well as aid in the annual audit and all tax compliance activities.
- Work with financial institutions and corporate VP of Finance in the financing of deal activity.
- Oversee preparation of all ad hoc accounting and financial project work for regional and client/property reporting.
- Keep pace with the latest technological trends affecting accounting and finance in the real estate sector and understand the power of data, automation and analytics.
- Help corporate with ERP system upgrades and implementations as needed.
- Develop and or enhance the company’s business intelligence through creating real-time dashboards to aid the company in its decision making.

Travel

This position will require a minimal amount of business travel.

The Candidate

Education

- Minimum of Bachelor of Accounting degree is required.

- CPA license is a must.
- Master's in accounting or MBA would be a plus.

Professional Qualifications

- At least 15 years of practical, hands-on experience in the real estate industry (including 5+ years of property management experience) coupled with at least 10 years of management experience.
- Strong understanding and interpreter of GAAP, accounting theories, and internal control with an ability to implement innovatively.
- Past public accounting experience, ideally Big 4, would be a plus.
- Previous experience performing client accounting and financial reporting.
- Demonstrate advanced management skills and an ability to communicate (both verbally and in writing), simply, clearly and concisely on complex accounting/financial issues.
- Demonstrated ability to be the accounting/financial “right hand” of the Executive VP/Partner and corporate CAO.
- Background in real estate deal closing.
- Proficient in the use of MS Office suite is critical and Yardi management software is preferred. Experience with systems and software implementations is a plus.
- Ability to strategize and solve problems. Be a sounding board for the Executive VP/Partner and corporate CAO.
- Possesses a strong commercial orientation along with a vision to help grow the business.
- Track record of building an integrated team and developing a culture of execution and people orientation. This includes experience in attracting, hiring, training and leading a well-functioning and successful accounting/financial team.
- Ability to act and operate independently with strong problem-solving and troubleshooting skills.
- Capability to work cooperatively and collaboratively across all departments to achieve objectives.
- Excellent time management and organizational skills with the ability to train others with these skills.

Personal Characteristics

- Strong leadership and organizational skills coupled with a high degree of emotional intelligence.
- Excellent communication and people skills.
- High energy, collegial/collaborative style, possessing a strong work ethic, bright, confident and competent.
- Analytical mindset coupled with the ability to move seamlessly between strategic and tactical tasks.
- While generally accommodating, must possess real backbone and have the ability to say no.
- Needs to be a thought leader, results-oriented and a strong leader of people.

- Unquestioned honesty, integrity and work ethic.
- Customer service-oriented focus, even-keeled, engaged, organized and with a good sense of humor.
- Innovative and transformative style.

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

Pearson Partners International, Inc.
12377 Merit Drive, Suite 750
Dallas, Texas 75251
214-292-4140 – Fax
response@pearsonpartnersintl.com

Please use this reference code in the subject line of your response:
Reference Code: 594-01_Regional-CFO_PPI

Learn more about Pearson Partners:

Visit our [website](#) and follow us on [LinkedIn](#), [Twitter](#) and [Facebook](#).