

**STYBEL
PEABODY &
ASSOCIATES, INC.**

CONFIDENTIAL CFO OPPORTUNITY.

This is a growth story.

In 2004, our client employed 80 people and had annual sales of \$40 Million. In 2018, it employees 1800 and has \$800 Million in sales.

This growth was achieved without acquisitions or mergers.

The owners are a Family Office representing one European family of wealth. They desire to have my client continue to grow. There is no current interest in going public or being acquired.

And what the reaction of the CEO?

“We are twice as good as we used to be and half as good as we need to be!”

Are you ready to join this growth-oriented team that never rests on its laurels?

Stybel Peabody Associates, Inc. conducted the retained search that led to the hiring of the current CFO. After several years, the CFO has announced his retirement and will be there to insure a smooth transition to the next finance leader. There is no internal candidate for the role. Stybel Peabody is once again conducting the retained search. We also did the search for the VP, Marketing.

Overview:

Industry: \$800+ Million private company in the manufacturing space. Company is considered THE quality leader in its sector. Manufacturing is primarily metal fabrication and the system is set up for high volume. At the same time the company operates in a highly regulated environment. There is an intense focus on product quality/reliability.

Culture: The company makes products sold to the Department of Defense, the intelligence community, Police Departments, and recreational sports enthusiasts. There is a passion for excellence and an attention to detail/follow-up that can be perceived from the CEO down to the receptionist in the lobby. This is a business to be sure. But it also is driven by a mission: saving lives.

Location: Want to be near an exciting urban environment? Boston, Massachusetts is 90 minutes away. Want an outdoor life for your family? Your office is a short drive from the Atlantic Ocean, lakes, and mountains. It is near Portsmouth, New Hampshire and Portland, Maine. Costs of living are 30% less than the Boston metropolitan area.

Compensation: Competitive and includes bonus and phantom stock option plan.

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Nuts and Bolts:

What will distinguish the successful candidate will be specific examples from CEOs that the candidate has worked with that provide concrete examples of one or more of the following: (1) passionate commitment to completion of the mission, whatever the mission is. (2) knows the importance of doing one's homework when presenting ideas. Has a reputation for being persistent and polite when ideas are questioned. (3) Has a track record for developing competence, leadership, and innovation within his/her team.

Responsible for overseeing the financial, budgeting and accounting functions of the company and its subsidiaries. Summary duties include: financial planning, strategy and policy formulation; implementation of generally accepted accounting practices; management of working relationships with banking, and other lending institutions within the financial community is critical; the maintenance of company fiscal records; the preparation of financial reports; and compliance with regulatory and tax authorities. Should have a strong Operations knowledge and willing and able to play an active role in all facets of this manufacturing company's operations.

- Directs the financial business of the organization, including ensuring the accurate and timely preparation of financial statements with supporting documentation in order to advise and counsel management.
- Prepares financial analysis of activities throughout the organization, providing information to management in order to identify financial issues and opportunities, offer financial guidance and promote organizational goals. Interprets financial information and educates company personnel in the use of financial data.
- Monitors the financial position of the company, accelerating cash receipts and controlling disbursements, overseeing bank balances, maintaining lines of credit and banking relationships is key. Establishes and maintains credit and collection procedures, and managing overdue accounts, as necessary.
- Reviews the consolidation of all financial data, ensuring consistent methodology and alignment. Works with Senior Executives in the formulation of all business strategy and policy.
- Coordinates and directs the preparation of budget and financial forecasts, consolidating companywide requirements. Institutes and maintains planning and control procedures. Analyzes and reports variances.
- Ensures maintenance of General Ledger transactions, reviewing journal entries and accruals necessary to accurately reflect company activities.
- Reviews job costing procedures and methodology for the purpose of inventory accuracy and cost related to monthly profit and loss, addressing and elevating issues as required.
- Responsible for tax planning, facilitating tax preparation and ensuring timely preparation of tax returns. Ensures compliance with all federal, state, and local corporate, payroll and other applicable taxes
- Organizes, oversees and directs audit by the company's independent auditors, ensuring that complete and accurate information is provided and that audit costs are controlled. Coordinates Annual Physical Inventory.

Finally:

References will be prepared to provide specific examples about how the candidate is a corporate team player who happens to be a strong financial leader.

The successful candidate will have references that speak about the candidate's track record of being driven, disciplined, professional, and willing to what it takes (within GAAP and the law!) to be successful.

Requirements:

Manufacturing/Industrial Experience is a must-have.

Manufacturing Cost Accounting Expertise

MBA or MS in finance is highly desired. CPA and/or CFA preferred.

2+ years of experience in a manufacturing organization whose revenues are in the \$500M to \$1B+ range.

Oracle or SAP experience a plus.

Operation and/or implementation of integrated business system solutions.

Six Sigma and lean experience.

Curious? Submit your resume in confidence:

Larry Stybel

Stybel Peabody Associates, Inc.

lstybel@stybelpeabody.com

www.stybelpeabody.com

www.boardoptions.com

Founded in 1979, Stybel Peabody Associates, Inc. helps companies grow by providing retained search, leadership development, and executive outplacement services. Our assignment in this search includes both finding the new CFO and providing the successful leader with our onboarding program, “Platform for Success.”