



CHIEF FINANCIAL OFFICER

Join a leading developer and manufacturer of advanced fastening and assembly solutions for the Aerospace and Defense markets as **Chief Financial Officer**. The company's products are used in Commercial, Regional, and Business Jet aircraft. The CFO will lead the development and implementation of all financial systems, policies, processes and initiatives to ensure robust resource stewardship, operational efficiency, risk management and mitigation, internal control, audit and compliance, and exceptional financial management across the company. This position will be based at the company's facility in **Carson City, NV**.

To be successful in this role, the **CFO** must do the following:

- 1) **Engagement & Advisement:** Serve as counsel for the owners, corporate principals, and the board of directors on matters related to strategic finance, risk management / mitigation, operational challenges, and growth opportunities.
- 2) **Financial Strategy:** Contribute to the corporate strategic planning process by articulating a financial strategy that complements the company's strategic plans, with the main goal of facilitating long-term, multi-generational, sustainable growth for the company.
- 3) **Finance Organization:** Strengthen the financial function within the company, which includes adding further robustness to its financial systems and processes; assess the roles and personnel currently in place, making recommendations, and implementing restructuring/reorganization as needed.
- 4) **Contract Administration / Management:** Oversee all contracts and financial commitments being made by the company, including long-term pricing agreements with key customers.
- 5) **Cost Visibility:** Review costing models and design and deploy systems for determining accurate standard cost for products accounting for top 80 percent of revenue.
- 6) **Budget Development & Forecasting:** Work with the team to develop budget strategies and forecasts, analyze financial data and create credible financial reports for corporate officers quarterly and yearly.
- 7) **Compensation / Performance Management:** With HR and other stakeholders, the CFO will assess the current performance management system and recommend the appropriate evaluation and reward methodologies for management and hourly employees.
- 8) **Strategic Financial Relationships:** Lead the company's interactions with bankers, including treasury/cash management, debt capitalization/revolving line of credit, and credit reporting and compliance.
- 9) **System Upgrades:** Working with the COO's office, the CFO will develop plan for the company's current ERP/MRP system which fully utilizes its current capabilities while developing a full understanding of its capabilities, deficiencies and potential longevity.

BACKGROUND AND EXPERIENCE:

The ideal candidate will have the following education, work history, knowledge and skills:

Education: Bachelors' Degree in Finance, Accounting, or related financial discipline required. MBA or other advanced degree in relevant field preferred.

Experience: Five or more years of experience as a financial leader of an aerospace & defense products manufacturer or aerospace & defense division of a major manufacturer with revenues of \$75M+. Privately held experience is required, family business experience is a strong plus. Combined experience in privately held, private equity, and/or publicly traded companies is preferred.

Knowledge and skills:

- Deep manufacturing experience is required.
- Aerospace and Defense industry experience required. Specifically, strong experience required in federal government contracting, allowable cost methodologies, DCMA/DCAA audit, and TINA compliant proposal development and management.
- Job-costing experience (with existing, or capacity to learn, operational costing); not just standard costing, but complex cost accounting.
- Experience with implementation of an Information Security Management System and risk management system compliant with ISO27001/27003 and/or NIST800-53/171 strongly preferred.
- Knowledge of federal, state, and international tax regulations, with experience in multinational operations to include transfer cost pricing policy development and management.
- Outstanding oral and written presentation and communication skills.
- Demonstrated success in private, family-owned company that has undergone a successful generational transition is a strong plus.

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