



Director of Finance

Join a growing, PE-backed, group of manufacturers supplying components principally to the aerospace industry as Director of Finance for their fasteners business. The group of companies are consistently profitable, growing, and have a wide range of OEM and Tier 1 customers. The Director of Finance will act as a partner across the segment leadership team, supporting strategic decision making and execution of strategic initiatives. Overall, the Director of Finance will drive the financial performance of the company. The Director of Finance will be based in the Orange County area in Southern California. The key objectives for this position include:

- **Supporting Strategic Initiatives or Objectives:** Work across the segment leadership to drive a 5-year strategic plan and execute the initiatives. Drive the annual budget process and owning the financial forecast.
- **Financial Process Improvement:** Align and streamline reporting, standardize KPIs, and further improve the overall timeliness and quality of reporting.
- **Refine and Improve Cost Accounting:** Refine and improve the cost accounting system currently in place.
- **System Implementation:** Support and manage the implementation phase through training and monitoring the process at a smaller location within the scope. Ensure that details are complete and accurate (avoid garbage-in, garbage-out).
- **Acquisition Integration:** Lead the financial integration of any future acquisitions. Once a new company is acquired, standardize and integrate the financial functions into the existing system.
- **Site Consolidation:** Manage the financial consolidation of fastener segment. Receive and transfer activity during site moves. Partnering with the site leadership, the Director of Finance will oversee site movement, movement of the systems, and developing systems and data for the consolidation.
- **Organizational Development:** Assess finance, accounting, and IT personnel at the individual business and segment level and recommend and implement an ideal structure.

BACKGROUND AND EXPERIENCE:

Education: Bachelor's degree in accounting; CPA/CMA/CGMA or MBA a plus, but not required.

Experience: Minimum 8 years of experience in finance and manufacturing, preferably in a high volume / high mix production environment.

- In-depth cost accounting experience is required in a high volume manufacturing operation. Aerospace, automotive, medical device, or semiconductor manufacturing are all ideal.
- Multi-site experience (2 or more) is preferred, and prior experience working in a matrix environment is ideal.
- Site consolidation experience is a plus, either sent activity (carve-out) or received activity is a plus.
- Experience in financial strategy, advising a GM on risks and opportunities. Experience acting as a direct business partner with leadership team.
- Experience in business acquisition / M&A evaluation, capital justification, and request submittal.
- Master of "what if" business analysis related to full-cycle manufacturing operations.
- Detailed understanding of overhead and manufacturing variance analyses.

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