



A fast-growing design and distribution company headquartered in Madison, WI is looking for a CFO. The Company uses a consultative approach to provide custom solutions and products for many large companies with a growing list of enterprise customers. The company's founders recently partnered with a private equity investor to help lead and manage the growth of this organization both organically and through acquisitions.

Reporting to the CEO, the CFO will be responsible for developing and executing a financial strategy that will enable the company to operate efficiently and support the aggressive growth and profit goals. The CFO should demonstrate the ability and desire to "roll up his/her sleeves," have a proactive leadership style, and get into the details. Strong analytical skills will be the key to success. The CFO will work closely with, and provide accurate and timely information to, senior management and the PE Partners.

Primary Responsibilities:

Responsibilities include supervising all financial operations of the corporation including, but not limited to: cash management, purchasing, general ledger, treasury, budgeting, audit, and tax. Also, the ideal candidate will have human resource and IT experience. The CFO is responsible for the development of performance metrics and preparation of financial analyses and reports to support Board, management and bank objectives. In addition, the CFO will ensure financial risk is appropriately managed and mitigated through compliance and monitoring.

responsibilities include but not limited to:

- Partner with the CEO and COO as the senior leadership team.
- Prepare and organize the Company's annual budget.
- Work with senior management to develop objectives, key results, and a strategic plan.
- Deliver financial models to support business decision-making and track progress.
- Support other management team members on strategic decisions affecting their departments or responsibilities.
- Ensure that effective procedures, financial infrastructure, key performance metrics, and reporting systems are developed, implemented, and maintained.
- Ensure that the financial infrastructure yields quality, timely, and reliable financial information and key performance indicators for use by management and investors.
- Analyze operational issues impacting individual departments as well as the consolidated corporation, and determining the financial impact.
- Own cash flow planning and analysis.
- Coordinating the internal audit functions and serving as primary liaison with an independent auditor and auditor's staff.
- Providing financial leadership in all contract negotiations.

Personal Attributes

- Enjoy a fast-paced entrepreneurial culture
- Strong communicator – can distill complex financial information to all audiences
- Hands-on and attention to detail
- Analytical and strategic mindset
- Willing to perform all tasks high or low. Would never say "it's not part of my job description"

Work Experience/Skills Required

- Five to ten years of demonstrated experience in leading the fiscal operations of a distribution or manufacturing company, including supervision of staff, accounting software, and production/analysis of in-depth financial reporting
- A self-starter with high degrees of energy, sense of urgency, creativity, and intelligence
- Deep understanding and knowledge of how cash impacts the business
- Strategic yet hand's-on operator. Execution-oriented versus strictly big picture focused
- Resides in, or interested in a move to, Madison, WI
- Places high value on a team environment

Preferred:

- Prior NetSuite experience
- Manages within a private equity backed or leveraged environment
- Prior experience in large and small companies
- Has participated in both organic and acquisitions-led growth
- Supports senior management in relations with the Board
- Can thoroughly explain how financial risk is monitored and managed with examples
- Has established and managed bank relationships
- Experience with human resource issues
- Understands IT systems and knows how to efficiently expand with growth

Education and Certifications:

- Bachelor's degree in finance, accounting, or other applicable business-focused degree
- CPA preferred

Interested candidates please contact Bill Napolillo or Mike Conti of The Overture Group.

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