



CHIEF FINANCIAL OFFICER

The CFO position for our clients will be a key member of the client's executive team and will contribute to the growth and prosperity of the client by ensuring that the client has the financial resources to grow.

Key Responsibilities:

1. Maintains financial reporting and control systems.
2. Ensures integrity and accuracy of all financial reports.
3. Management of all company funds and financial assets.
4. Ensures that the client has the capital to grow in a responsible manner that promotes goodwill and prosperity.
5. Represents the client to the financial community.
6. Assists in the development of strategic plans, annual goals and budgets for the company.

Background, Experience and Education:

1. Fifteen or more years experience in finance, treasury, accounting and financial analysis.
2. Proven experience at representing a company to the financial community.
3. Degree in business or accounting, CPA or advanced degree desirable.

Skills, Abilities and Characteristics

Values

- The CFO must demonstrate values and business principles consistent with the client's Mission and Promise.
- Key Values:
 - Integrity
 - Trust
 - Ethical business practices
 - Fairness
 - Ability to promote goodwill

Strategic Thinking

- The CFO can evaluate current and future business threats and opportunities.
- Develops plans to address financial needs of the client.
- Understands and evaluates industry and business trends.
- Contributes to the development of strategic plans and operating budgets for the client.
- Has the ability to identify and resolve problems.
- Can make tough decisions.
- Has the ability to make practical, realistic decisions which reflect good business judgment.
Shows the capacity to reach solutions in an objective, sensible manner.

Leadership

- Inspires and motivates others by setting goals and building on individual and team accomplishments.
- Exhibits enthusiasm and models strong leadership within the company.
- Builds an effective team within the accounting department and encourages teamwork throughout the company.
- Leads others towards company goals through a strong personal commitment and involvement of others in goal setting.

Communication Skills

- Ability to express self in a clear, concise and understandable manner in conversations, in writing and in meetings.
- Show the capacity to effectively lead a meeting and speak publicly in a comfortable, confident and dynamic way.
- Ensures a smooth flow of information to the Executive Team, department managers and operations.
- Listens and asks questions to ensure understanding.

People Development

- Has demonstrated the ability to recruit, develop and retain an effective staff.
- Key skills include:
 - Goal Setting
 - Delegation
 - Accountability and feedback
 - Coaching and developing others

Operational Focus

- Understands and appreciates the operational side of the business.
- Exhibits concern for:
 - Quality
 - Customers
 - Associates
 - Profitability