



FostersKraus.com

999 Enterprise Drive Suite 100

Marion, IA 52302

319-377-6325

Job Title: Controller

Location: Iowa

Reports To: Owner

Position Summary:

We are seeking an experienced and strategic-minded Controller to lead our financial and administrative operations. In this role, you'll play a critical part in overseeing all accounting functions, developing innovative financial strategies, and driving process improvements that support our growth. Working directly with senior leadership, you will manage financial reporting, budgeting, forecasting, and compliance, while identifying opportunities to enhance efficiency and streamline operations. You'll also lead a team of accounting and administrative professionals, fostering a culture of continuous improvement. If you're passionate about using your expertise to make a lasting impact within a supportive, growth-oriented environment, we would love to have you on our team.

Key Responsibilities:

- **Financial Reporting and Analysis:** Prepare monthly, quarterly, and annual financial statements, ensuring accuracy and compliance with GAAP. Conduct financial analyses to support the Owner's decision-making and business planning.
- **Budgeting and Forecasting:** Lead the budgeting process with department heads, track budget adherence, perform variance analysis, and develop updated forecasts as necessary.
- **Internal Controls and Compliance:** Implement robust internal controls to safeguard company assets, conduct audits, and ensure compliance with tax, insurance, and financial regulations. Familiarity with the Davis-Bacon Act is essential for this role.

- **Cash Flow and Working Capital Management:** Oversee cash flow, optimize accounts payable and receivable, and maintain positive financial relationships with vendors, suppliers, and clients.
- **Leadership of Accounting and Administrative Teams:** Supervise and mentor accounting and administrative staff, fostering a collaborative, high-performance environment.
- **Process Improvement and Financial Systems:** Evaluate financial processes, oversee accounting software systems, and lead any necessary implementations to support scalability and accuracy.
- **Strategic Financial Planning and Support:** Work closely with senior leadership to develop financial strategies aligned with business goals. Provide leadership in evaluating acquisitions, partnerships, and other growth initiatives.

Qualifications:

- **Education:** Bachelor's degree in Accounting, Finance, or related field (Master's or MBA preferred).
- **Certification:** CPA or CMA preferred.
- **Experience:** Minimum of 5-10 years in accounting or finance, with experience as a Controller or in a similar role. Prior experience in construction or mechanical services is a plus, as well as knowledge of the Davis-Bacon Act.
- **Technical Skills:** Proficiency in accounting software (e.g., QuickBooks, NetSuite), Microsoft Excel, and financial reporting tools.
- **Analytical Skills:** Strong financial modeling and analytical abilities.
- **Leadership:** Proven leadership experience managing accounting and administrative teams.

Why Join Fosters Kraus?

- **People-First Culture:** We prioritize a supportive, growth-focused environment where your skills and contributions are valued.
- **Professional Growth:** We're committed to your ongoing development, offering training and advancement opportunities to help you thrive.
- **Impactful Role:** As a key member of our team, you'll have the opportunity to shape our financial strategies and directly support the company's growth.

Become part of a company that truly values excellence, innovation, and team collaboration. If you're ready to bring your financial expertise to a dynamic, people-first company, apply today!