

CONTACT-

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Vice President of Accounting & Finance- Covantage

Serves as a financial acumen leader for the organization, responsible for supplying management with the critical financial insights necessary to support the organization's mission and strategic plan. Provides key financial insights, forecasts business impacts, and supports implementing aspects of the strategic plan.

Responsibilities:

- Communicates and assists in achieving the organization's mission statement, core values, and goals.
- Provides leadership to the Finance and Accounting departments by overseeing and leading crucial aspects of both areas including financial statements, financial reporting, policies and procedures, tax reporting, financial analysis, forecasting, business-unit analysis, cash/liquidity management, and asset/liability management (ALM).
- Ensures compliance with federal, state, local, and organizational laws, regulations, guidelines, and best practices, including, but not limited to, tax laws, and generally accepted accounting principles (GAAP).
- Assists in the strategic planning, budgeting, and forecasting process, including, but not limited to, coordinating the budget and capital planning process.
- Supervises and directs people and/or resources to meet department or branch goals. Motivates people, plans, and prioritizes areas of responsibility, responds to changing conditions, and manages costs effectively.
- Leads, retains, trains, recruits, and empowers a highly productive team focused on the organization's mission, department key performance metrics, and strategic plan objectives.
- Evaluates staffing needs, department metrics, and team goals to ensure all are aligned with the mission and strategic plan.
- Develops and implements timely financial communication between stakeholders, senior leadership team, management/staff, regulatory agencies, and auditors.
- Maintains and encourages an open flow of communication with employees and ensures all employees receive professional, timely performance reviews.

- Provides leadership and guidance to employees, ensuring that member information is kept confidential and secure, and that members are consistently receiving exceptional service.
- Ensures that all policies and procedures are being followed, and that appropriate corrective or disciplinary action is taken when necessary.
- Makes prudent decisions that are timely, well thought out, and that reflect awareness of impact to the organization, the member, and/or others involved.
- Provides input to his/her supervisor as to department needs, opportunities, strengths, future staffing needs, and other forward-looking information that will contribute to the long-term good of the organization.
- Leads the Accounting and Finance teams to high performing, clean financial statement audits, regulatory examinations, internal audits, and other items of importance.
- Reviews and recommends changes to financial opportunities, return-on-investment analysis, and loan and deposit pricing as needed.
- Provides analytical and planning support to the Senior Vice President Chief Financial Officer (SVP CFO) and senior management as needed.
- Keeps abreast of the economic conditions, market changes, and regulatory changes, which may significantly affect the organization.
- Encourages employee education, development, and improvement.
- Coaches employees to meet career goals. Is aware of organizational needs related to employee development.
- Holds regular leadership meetings to keep team members current on organization's initiatives, industry updates, and regulations.
- Proactively interfaces with staff to maintain positive relations and stay informed of day-to-day issues, following up as necessary for process improvements.
- Reviews department processes with managers and staff to improve operational efficiency with a focus of internal controls and process automation, consistent with the organization's procedures and/or policies.
- Establishes and maintains effective employee relations, providing regular feedback.
- Recruits, trains, coaches, and manages the daily performance of department. This includes interviewing and selecting qualified staff; contributing to ongoing training and skills development; managing performance regularly; completing performance reviews on time; and plans for fair and equitable compensation of team members.

Qualifications:

- Bachelor's degree in accounting/finance or equivalent professional experience.
- Preferred graduate degree in Finance/Accounting/Business or CPA certification.
- Extensive knowledge of finance, accounting, economy, budgeting and forecasting techniques.
- Proficient with Windows and Microsoft Office software.
- A minimum of 7 years finance and account experience, with at least 5 years in a leadership role.
- Demonstrates effective leadership and management skills.