



Plant Controller
Full-Time
Neenah, WI
Reports to: General Manager

Custom Marine Inc. is seeking an experienced and detail-oriented Manufacturing Plant Controller to join our team at a publicly traded corporation located in the Neenah, WI area. The Plant Controller is responsible for ensuring accurate financial reporting, analyzing financial data, audit compliance, and providing strategic financial guidance to the plant leadership team. The ideal candidate should have a strong background in accounting and finance, as well as experience working in a manufacturing environment.

Position Responsibilities:

- Monthly Closing: Prepare financial statements, report findings, conduct analysis, and perform journal entries/reconciliations.
- Cost Accounting: Investigate the sources of variances and identify potential solutions, including those related to price, production, and count variances.
- Management Reporting: Prepare standard reports and conduct ad hoc analysis as needed.
- Policy compliance: corporate financial policies and procedures, as well as Sarbanes-Oxley control ownership and oversight.
- Budgeting: Assist in the planning process and conduct monthly variance analysis.

Required Knowledge and Skills:

- Strong understanding of accounting and financial principles, regulations, and best practices.
- In-depth knowledge of GAAP and applicable regulations.
- Highly organized with keen attention to detail.
- Proficient in data analysis, critical thinking, and problem-solving.
- Excellent written and oral communication along with interpersonal skills.
- Experienced with basic office and accounting software programs and ERP systems.
- Strong collaboration and teamwork skills.
- Leadership abilities and capacity to work well within a team.
- Capability to prioritize tasks and manage multiple responsibilities.
- Competence with financial software and technology.
- Self-motivated with strong analytical, critical thinking, and problem-solving skills.
- Proficiency in Microsoft Office suite.

Additional Responsibilities:

- Provide strategic financial guidance to the plant leadership team, with recommendations for cost savings, efficiency improvements, and financial optimization opportunities.
- Maintain plant-level cost accounting and inventory systems.
- Comprehensive understanding of month-end closing processes.
- Manage the plant's financial performance by ensuring timely and accurate financial reports.

- Analyze financial data to identify trends, risks, and opportunities for improvement.
- Develop and maintain the plant's annual budget and forecast cycles.
- Monitor actual financial performance against budget/forecast, providing analysis/insights to the plant leadership team.
- Collaborate with other CompX facilities to ensure accurate and timely financial reporting and analysis.
- Protect assets by establishing, monitoring, and enforcing internal controls.
- Assist in the preparation of audit workpapers and interact with external auditors.
- Prepare ad-hoc reports by compiling, analyzing, and summarizing information and trends.
- Ensure confidentiality of financial information and plans.

Essential Skills and Experience:

- Bachelor's degree in accounting, finance, or a related field.
- Experience with public companies and Sarbanes-Oxley (SOX).
- Strong background in manufacturing, especially in cost accounting and inventory management.
- Experience with ERP systems (Infer Syteline is a plus) and advanced proficiency in Microsoft Excel.
- 7-10 years of experience in accounting and finance, preferably in a manufacturing environment.
- Strong knowledge of cost accounting, inventory management, and financial analysis.
- Excellent communication and collaboration skills, with the ability to work effectively with cross-functional teams.
- Ability to work independently and manage multiple priorities.
- CPA or advanced degree is not required.
- Advanced PC and spreadsheet skills.

Preferred Skills and Experience:

- Experience with Syteline ERP software is a plus.

Benefits:

- Medical Insurance (FREE employee)
- Dental Insurance
- Vision Insurance
- LOW deductible and LOW out of pocket max
- Flexible Spending Accounts (FSA)
- 401k Retirement Plans
- Company paid Disability and Life Insurance
- Paid vacations and Holidays
- Tuition Reimbursement
- Referral Reward Program