



JOB DETAILS

Job Title:	Director of Accounting
Business Unit:	Corporate
Reports To:	President
Location:	Apple Valley, MN
FLSA Status:	Exempt

GET TO KNOW US

AVR, Inc.

Since its beginning in 1966 AVR, Inc. has grown into a successful company based on quiet competence, hard work, experience and innovation. Our founder, Mathias Fischer, always believed that a company's most important attribute is the ability to deliver what it promises. Fifty years of delivering promises have allowed AVR, Inc. and its affiliates to grow and prosper. The legacy of projects and accomplishments are based on that old notion that service and quality create extra value for our customers and our company. Primarily serving the Minneapolis and St. Paul metropolitan area, we are known for our red and white trucks delivering concrete, aggregate, and concrete pumping solutions all over the metro area.

For additional information on AVR, visit www.avrconcrete.com.

Position Objective

The Director of Accounting plays a key role in developing, monitoring and evaluating overall corporate strategy with the leaders of the various business units with emphasis on bottom line performance and working capital management. This position provides useful financial insights to help make better decisions about formulating and executing strategy.

You will Interact effectively with other parts of the company; be viewed as a trusted business advisor by the other managers. Critical outcomes include supporting the executive team with key financial information and operational analytics and driving a culture of accountability in managing the business, adding value to operating businesses and voicing well-substantiated dissenting opinions. You will provide the leadership, management, and vision necessary to ensure that the company has the proper operational controls, administrative and reporting procedures, and systems in place to effectively ensure financial strength and operating efficiency.

ESSENTIAL DUTIES & RESPONSIBILITIES



This list of duties and responsibilities is not all inclusive and may change from time to time:

Strategy Planning and Standards Development

- Provide “Big Picture” Perspective/Thought Partnership through
 - Strategic sounding board for senior leadership.
 - Articulating how goals can be accomplished with transparent risk assessment.
 - Connecting business strategies to finance strategies.
- Drive strong Operations performance by developing a deep understanding of “how AVR makes money” and delivers customer value to improve operations; Enhancing and embed KPI’s throughout business.
- Identify opportunities to improve processes / deliver increased value across the entire organization.
- Take disciplined approach to investments; find right balance between funding investments v delivering on annual financial targets.
- Developing your team’s talents by attracting, retaining, and developing top talent. Drive function and organizational engagement.

Specific Responsibilities of the Director of Accounting include:

- Proactively manage cash flows.
- Conduct meaningful proactive analysis to improve key business decisions focusing on management of working capital.
- Work with senior management to increase bottom line profitability.
- Working with the executive team establish a long-term capital expenditure budget.
- Define the financial strategy both short term YOY and long term.
- Establish internal control processes required to manage and grow the business.
- Drive the annual budget process and the monthly reporting.
- Provide reporting, analytics, and financial support for day-to-day and strategic goals. Instill a culture of financial awareness throughout the executive management team and down throughout the entire company.
- Lead the financial evaluation and aspects of mergers or potential sale activity.
- Structure, negotiate, and finalize banking agreements.
- Deliver superior service at reduced cost - streamline financial functions and provide self-service reporting and analysis.

Year-One Critical Success Factors Include:

- Develop an understanding of all the business units and how they relate to each other.
- Develop a strong rapport and trust with the company’s senior team members.
- Be fluent in and enhance the range of metrics/KPI’s used by various functions.
- Quickly assess the strengths and weaknesses of his/her team and create a high-performance environment that will give team members specific responsibilities, and authority to achieve the goals. Hold the team accountable and make people changes as needed.
- Ensure that the company’s financials are reliable, on time, consistent, and valid.

Lead, Manage, and Accountability

- Establishes and maintains internal controls and policies to comply with legislation and establishes best practices



- Identifies and recommends updates to systems and procedures, collaborating with a team and our customers to ensure seamless processing.
- Supports the high performance of staff members through effective goal settings, coaching, providing timely performance feedback and monitoring/appraising job results.
- Accomplishes operational performance goals through effective planning, scheduling, assigning staff, process development and overseeing the achievement of results within all functions responsible for.

JOB SPECIFICATIONS

Skills, Knowledge, and Abilities

- This individual must possess unquestionable character and absolute integrity. Additional characteristics include, but are not limited to, the following:
 - Superior intellect, with the ability to think critically and make clear, well-reasoned decisions
 - Outstanding leadership skills, as well as the ability to build and maintain strong peer relationships, gaining trust and confidence from all levels within the organization
 - Entrepreneurial self-starter, “sleeves rolled up”, scrappy, and able to dig into the details
 - Sense of passion about the role, the company, and the potential for tremendous growth
 - Strong negotiating ability
 - Integrative team working style, easy contact, rapid to adaptation, and can foster team spirit
 - Able to effectively interface with all levels of on-site and off-site employees
 - Strong interpersonal and leadership skills, self-confidence
 - Strong business and financial acumen

Cultural traits

- Passionate and positive “can do” attitude, willing to learn, to teach and to be a change agent within the company
- Self-motivated and driven – strives to deliver great results and continuous improvement. Gets things done
- Direct and analytical person who is comfortable taking the lead
- Being comfortable with the freedom to think and solve problems quickly
- Brings and maintains order and structure to their environment
- The ability to understand the needs of the various business units from a non-financial prospective.



Experience/Education

- The ideal candidate will be a well-rounded, business-minded generalist with a solid financial and accounting foundation in both public accounting and private industry, followed by progressive management assignments in respected organizations.
- Experience working in a multi-entity business structure in various industries
 - Manufacturing to retail sale
 - Mining
 - Construction
- Thorough understanding of sales and use tax as it relates to retail sales, capital equipment and Industrial Production.
- Annual commercial insurance renewal.
- Bachelor’s degree (B.A.) and CPA designation

Additional Experiences That Will Make You Stand Out

- Providing required yearend tax documents to the external tax accountants in preparing the corporate, tax returns.
- Understanding of fuel futures and advise management on the appropriate time to purchase physical contracts.

WORKING CONDITIONS

Adequately lighted, ventilated, and heated area where normal precautions must be observed.

Employee Acknowledgment

Date:
