

Controller at Dynamic Expanding Company In The South Shore

The Company

Riley Brothers is a leader in the middle market construction industry located south of Boston in Stoughton, MA. Riley's business is centered on a variety of construction activities such as underground utility installation, paving and concrete work that service major utility companies. The Company recently completed a merger with Peak Utility Services Group, a major provider of outsourced construction services to the utility industry, headquartered in Denver, CO. Together Peak and Riley are working to expand the current footprint the company has in Massachusetts & across New England. Riley Brothers stands poised for its next phase of growth and is looking for accounting leadership to join the executive team to help take the company to the next level.

General Summary

The Controller at Riley Brothers will work collaboratively with a terrific team to create in-depth accounting practices and procedures required for this successful growing business.

Essential Duties & Responsibilities

- Month end financial statements including balance sheet, income statements (consolidated and departmental), statement of cash flows, variance analysis and MD&A.
- Budgeting, forecasting, and financial analysis
- Oversee the daily financial operations of the Business Unit and supervision of the accounting staff. Work closely with the finance and operation teams to strive for continuous financial and operational improvement.
- Assist in the design and documentation of internal accounting policies and procedures. Maintain and enforce technical compliance to generally accepted accounting principles.
- Audit and monitor compliance with internal policies and procedures, internal controls as well as applicable regulatory requirements.
- Maintain a system of controls over accounting transactions.
- Recommend benchmarks against which to measure the performance of the business unit operations, calculating and issuing financial and operating Key Performance Indicators (KPIs).
- Calculate variances from the budget and prior year, working with operations on reporting explanations that address the "why" to management.
- Provide financial analyses as needed, for capital expenditures, pricing decisions, and contract bids and negotiations.
- Assist in the field work for the annual audit process with the Company's independent auditors.

- Oversee business unit compliance (in conjunction with the Corporate Controller) with all local, state and federal regulatory issues related to payroll taxes, property taxes, sales tax and income taxes.

Required Knowledge, Skills, & Abilities

- This position is very hands on, requiring a high degree of engagement and attention to detail.
- Collaborative team-oriented approach.
- Strong working knowledge of Generally Accepted Accounting Principles (GAAP).
- Prior experience implementing and managing a robust WIP process strongly preferred.
- Strong written and verbal communication skills.
- Strong system, database, spreadsheet design and data analysis skills.
- Strong, effective leader capable of driving change and forging strong inter-departmental relationships.
- Knowledge of state financial and tax regulations.
- Ability to analyze financial data and prepare financial reports, statements and projections.
- Some travel required (<10%).

Education & Experience

- Bachelor's degree in accounting/finance, MBA or equivalent experience required.
- CPA strongly preferred, with strong demonstrated public accounting experience.
- Three or more years of construction industry related experience strongly preferred.
- Five or more years of experience in a controller or assistant controller position.
- Strategic planning and implementation experience.
- Strong background in ERP systems (Vista preferred) and data extraction from databases.
- Prior experience with ERP systems implementation preferred.