

Dawson

CONTROLLER – RISK MANAGEMENT AND PROFIT CENTERS

Our \$200 million company, **Dawson Construction LLC**, has an immediate opening for a **Controller to oversee our Profit Centers and company-wide Risk Management**. This new position is based in Bellingham, WA, which has been recognized as a top ten community in the nation.

As people are our greatest asset, we are committed to being a great place to work and providing a culture of personal growth and development. We envision this position as a first step towards greater company leadership.

Organizationally we have a culture of doing the right things for our employees, partners, clients, and community. We absolutely believe in abundance and a make-it-happen attitude – no task is too big or too small. We've enjoyed an excellent reputation, steady growth, and strong financial performance for many years.

Further, Dawson has industry best talent, offers ownership to key employees, works closely with a peer group of 8 contractors and meets regularly with our advisory board. Our charitable giving is focused on youth and education. Our mind set is that of resiliency and long-term success.

We are actively looking for the right individual to round out our Finance and Accounting leadership team who is interested in building their career with Dawson. The Controller– Risk Management and Profit Centers is expected to become the ready now successor to the CFO within 7-10 years.

Dawson Construction's Mission is to build with leadership, predictability, and value to ensure successful construction projects... and be one of the best places to work.

POSITION OVERVIEW

Reporting directly to the CFO, this person will be a peer of the company's existing Controller who oversees construction operations, payroll, accounts payable and receivables. The Controller – Risk Management and Profit Centers will have responsibility for company-wide compliance and risk management while managing the P&L and accounting operations for our profit centers that include our equipment fleet, tool yard, fabrication shop, real estate and more. Additionally, this person will lead the evaluation and implementation of additional profit centers and/or outside business opportunities.

RESPONSIBILITIES

PROFIT CENTERS LEADER

- P&L: Responsible for the revenue and growth of the assigned Profit Centers.
- NEW BUSINESS – Identify opportunities for and create business plans supporting new revenue streams arising from selling/growing existing internal Profit Centers.
- NEW BUSINESS – Execute going to market with new business opportunities and act as financial and operational leader of any new lines of business.
- FINREP - Manage financial close and reporting over existing Profit Centers: Yard, Equipment, Fabrication, and real estate.
- FP&A – Compare business performance with operating plans and standards, providing timely interpretation of results and reporting to all relevant stakeholders.
- BUDGET - Manage creation of yearly budget for Risk Management and existing Profit Centers: Yard, Equipment, Fabrication, and any other future lines of business.

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- FORECASTING – Coordinates and administers operating plans and forecasts for operations, including profit and margin forecasting, workforce planning, sales forecasting, capital planning, cash flow forecasting and more.

RISK MANAGEMENT

- CONTRACT OVERSIGHT – Responsible for all construction operations contract terms and compliance, for Master Agreements, Owner agreements, Subcontracts, Purchase contracts and Purchase orders.
- CONTRACT OVERSIGHT – Work with CFO on leading process improvements and creating efficiency for all contract creation and review processes.
- RISK MANAGEMENT – Direct overall risk management for the whole business, including but not limited to reviewing team’s work and providing guidance on the following risk areas: bonding, commercial insurance, topics involving external legal counsel regarding new agreements, claims management, and more.
- RISK MANAGEMENT – Lead training of operations staff on risk management areas affecting their scope of work.
- RISK MANAGEMENT – Ensure proper risk management structure and elements are in place, and drive improvement projects at scale as the company grows.
- RISK MANAGEMENT – Interface with legal counsel on various contract details as needed.
- INTERNAL CONTROLS – Manages the creation, maintenance, and performance of internal controls to assure protection of company assets.

LEADERSHIP

- MANAGE – Manage and develop a team of 5 direct reports and at least 3 indirect reports.
- MANAGE – Strategize with CFO on headcount planning for Profit Center and Risk Management teams.
- MANAGE – Hire, performance manage, grow, and develop the best talent to ensure the sustainability and future growth of the company.
- CULTURE – Is a values leader. Works to create a culture of inclusivity, a sense of belonging, diversity, and equity culminating in a reputation of the Best Place to Work.

QUALIFICATIONS

Education & Work Experience

Required:

- Bachelor’s degree in Accounting or Finance.
- Proven experience driving change in accounting and operations processes to accommodate significant growth related to organic and new business development.
- Prior Controllershship or Director of Finance experience in the construction or related industries (manufacturing, logistics, seafood, native Alaska corporation).

Preferred:

- Post-graduate business degree, CPA, or CMA certificate (active or inactive).
- Professional work experience with a \$100M+ company.
- Experience with accounting/operations for an equipment fleet and tool yard, and real estate of a construction or manufacturing company.
- Experience managing, growing, and developing teams of at least five direct reports.
- Experience supporting profit centers and M&A activities.

Skills & Abilities

- Excellent written and oral communication skills.
- Demonstrated ability to develop and maintain collaborative working relationships.

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Skills & Abilities (cont.)

- Entrepreneurial mindset and passion for developing new business opportunities to help drive business growth.
- Ability to simultaneously organize and manage to completion, on-time, and within budget, multiple high-priority projects.
- Demonstrated ability to simply communicate financial and operational concepts to CFO, CEO, and Executives.
- A humble leadership mindset, highly curious and always thinking around corners.
- Values-based leader who creates a best place to work culture for her/his team.
- Demonstrated experience successfully leading diverse teams and building an inclusive culture.
- Bilingual Spanish speaking preferred, but not required

Dawson offers a unique opportunity for the right person to join our Senior Management team. We believe in an ownership mindset and action. Working at Dawson, you can expect:

- Competitive compensation
- Annual bonus
- Early equity
- Flexible hours and vacation time – we simultaneously work hard and make space for the important stuff
- Comprehensive benefits including Medical, Dental, Vision, Life and Disability Insurance, Vehicle Allowance, Cell Phone Allowance, and 401k plan.
- We are an equal Opportunity Employer

Apply at www.dawson.com/careers or Contact careers@dawson.com if you have questions

EEO Employer/Disabled/Vets and Drug Free Workplace