

Dawson

SENIOR FINANCE MANAGER

Our \$200 million company, Dawson Construction LLC, has an immediate opening for a Senior Finance Manager. This 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.

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 Yard team who is interested in building their career with Dawson.

POSITION OVERVIEW

Reporting directly to the CFO, this position will be a peer to the Controller who oversees construction operations, payroll, accounts payable and receivables.

RESPONSIBILITIES

BUSINESS UNIT SUPPORT: Effectively partners with various Business Unit managers and Budget owners on a regular basis to help them maximize the performance of the areas they are responsible for including:

- Budget Management – establish and maintains rolling forecasting budgets, reporting and analyzing, identifying risks, gaps – opportunities for improvement. Quarterly report out to the executive management team for all budget areas; highlighting status and improvement initiatives.
- Management reporting & KPI's. Generates monthly, quarterly, and annual financial reporting to support the CFO. In coordination with Business Unit leaders, identifies, creates, and maintains vital KPI reports.
- Strategic Project Analysis – Partners with respective stakeholders / division leaders to evaluate, analyze, and create financial plans to support the respective business initiatives on potential business units; ties in components to create comprehensive pro-forma.

CORPORATE SUPPORT: is responsible for maintaining accurate financial information to ensure timeliness and correct processing of:

- Month and year end close, Corporate financial reporting and forecasts.
- Quarterly and annual tax preparation and support, coordinates timely tax payments.
- Financial Planning and Annual financial statement review including but not limited to:
 - Equity plan and option plan support
 - GAAP Compliance
 - Strategize with CFO and VP of People & Administration on headcount planning for the company
- Treasury Management



SENIOR FINANCE MANAGER

LEADERSHIP & SCALABILITY: Is a values leader of our culture with a keen awareness of what needs to be done from a process, systems, and team perspective to build future support for Dawson.

- Automation (includes reporting and dashboards)
- Financial processes & Best practices
- Leadership, initially an individual contributor, this position will have oversight of at least one direct report. To include the entire employee lifecycle (hire, train, develop, retain) to grow the best talent to ensure sustainability and future growth of the company.

QUALIFICATIONS

Required:

- Bachelor's degree in accounting or finance with the functional areas outlined above.
- Proven experience driving change in finance and accounting processes to accommodate significant growth related to organic and new business development.
- Prior 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.
- 3-4 years' experience with a public accounting/operation for an equipment fleet, tool yard and real estate of a construction or manufacturing company.
- Experience managing, growing, and developing direct reports.

PHYSICAL REQUIREMENTS

- Prolonged periods sitting at a desk and working on a computer.
- Must be able to lift up to 15 pounds at times.

COMPENSATION AND BENEFITS

- \$110,000 - \$130,000 annual salary
- 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 offer competitive pay, excellent benefits, a culture of continuous improvement and opportunity for career advancement through continued company growth.

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

EEO Employer/Disabled/Vets and Drug Free Workplace