

## Director of Finance

Fincantieri Bay Shipbuilding (FBS) currently has an opportunity for Director of Finance located in Sturgeon Bay, Wisconsin. With roots dating back to 1918, we currently exist as an industry leader in new construction, repair, and major conversions. The FBS portfolio includes articulated tug-barge units, OPA 90-compliant vessels, dredges and dredging support equipment, and offshore supply vessels along with specializing in Great Lakes self-unloading vessels. We strive to be the shipbuilder of choice in safety, quality, value and dependability by offering innovative and competitive maritime solutions tailored to our customers' needs. Our mission is to build, repair and sustain maritime vessels that proudly supply, service and defend our nation and the world.

**Position Summary:** This position is responsible for taking strategic oversight and day-to-day responsibility for all financial aspects of our 63-acre, multi-complex unionized waterside shipyard. This leadership level role guides, manages, and sets strategy for key aspects of Fincantieri Bay Shipbuilding's Finance team. Finance responsibilities include, but are not limited to, setting financial and accounting policies, setting strategy related to systems and processes, overseeing tax and regulatory requirements/controls, leads ongoing financial modeling, budgeting and annual business planning responsibilities. The Director of Finance position contributes to the overall success of the organization.

### Detailed Description:

- Responsible for the delivery of costs effective and efficient accounting and financial systems, policies and processes that meet the current and future business requirements of the company.
- Provide leadership and coaching to the Finance team.
- Oversee the External Audit, review and analyze results and recommend for approval the Audited Financial Statements.
- Oversee the Cash Management function, including, but not limited to, banking relationships.
- Ensure the Company is in compliance with all internal policies and relevant regulations.
- Ensure filings are completed in a timely manner.
- Develop and oversee the Internal Review function to ensure that finance and operations controls and policies are complied with.
- Ensure effective follow up processes and appropriate checks and balances are in place.
- Oversee the continuous improvement of Accounting and Financial Processes and the development of the team with the goal to achieve best practices and optimal output.
- Develop and oversee accounting policies and procedures to meet both current and future business models.
- Develop Finance and Accounting team goals that are fully aligned with the Company goals.
- Enhance operational procedures, systems and principles in the areas of information flow and management, business processes, organizational structure and budget management.
- Select key members of staff provide leadership and coaching to operational function leaders.
- Develop management reporting and look for opportunities to expand systems of accountability.
- Provide coaching, guidance and support, set professional development plans to assist employees to reach their full potential.
- Create a process of delegation and accountability within the framework of finance.
- Ensure the team delivers the highest standard of departmental, cross departmental and cross Company teamwork and customer service.
- Responsible for Financial and Operational Management Reporting for the Company.
- Ensure financial management reporting processes are in place to support the ongoing and future needs of the business.
- Develop and prepare monthly management reporting tools for providing KPI and MOR data and conduct ad hoc financial analysis as required.
- Present monthly and year-to-date financials with accompanying analysis of results.
- Lead the annual business plan development and budgeting process.
- Lead the quarterly outlook process.
- Provide ongoing financial modeling and analysis expertise to business partners.
- Lead the financial modeling and analysis to support the development of long term strategic initiatives and business plans.
- Build relationships and develop rapport with current and prospective customers.
- Gain a working knowledge of the industries, financials and economic environments of the different segments of our customer markets.
- Ability and willingness to engage in highly energetic pursuits on the waterfront.

- Maintain a commitment to and promote the Quality and Environmental, Health & Safety Policies.
- Abide by and enforce all organizational policies and procedures.

**Supervisory Responsibilities:** Carries out supervisory responsibilities in accordance with Fincantieri Bay Shipbuilding's policies, and procedures. Responsibilities include, but are not limited to, interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. Willingness to be a mentor, and demonstrate leadership skills that align with the mission, vision, and values of Fincantieri Bay Shipbuilding.

**Minimum Qualifications:**

- Bachelors of Science degree in Business, Accounting, Finance or related field
- 7 years of progressive responsibility in the field of accounting or finance
- 3 years of strategic business planning or operations management experience
- Exceptional Interpersonal skills, a collaborative style and the ability to communicate effectively at all levels

**Desired Qualifications:**

- Master's degree in Business, Accounting, Finance or related field
- Resourcefulness in marshaling limited resources of people, funding, material and support
- Attracts diverse and high caliber talent to fill gaps and meet the organization's needs
- Courage to tackle tough assignments and champion initiatives despite political Risk
- Strategic mindset to anticipate future trends and implications as well as to develop current vision into future action
- Situational adaptability, adjusting personal, interpersonal and leadership behavior as a changing business environment arises

Fincantieri Bay Shipbuilding offers competitive pay with benefits in a growth-oriented environment. Qualified and interested applicants are encouraged to apply. Apply online at <https://recruiting.adp.com/srccar/public/RTI.home?c=2155013&d=FMG-External>

FBS is an Equal Opportunity Employer/Affirmative Action Employer and promotes a Drug Free Work Environment. Minorities, Women, Veterans and Disabled are encouraged to apply. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against on the basis of disability.