



Finance Director

Location: Kennewick, WA

Employment Type: Full-Time

Position Summary:

Manages all financial activity of the organization including financial planning, cost accounting, and risk, ensuring profitability through accurate budgeting and inventory controls. Critical for overseeing production costing, margin analysis, cash flow, and implementing financial strategies that support operational scaling. Manages accounting and finance staff.

Key Responsibilities:

- **Strategic Financial Leadership:** Collaborate with the President and board to develop and execute financial strategies that drive profitability and long-term growth, including capital allocation and investment strategies.
 - **Manufacturing Finance & Cost Accounting:** Oversee comprehensive cost accounting systems, inventory valuation, and plant performance analysis to ensure accurate cost-of-goods-sold (COGS) reporting.
 - **Budgeting & Forecasting:** Direct the annual budgeting process and produce accurate, rolling financial forecasts, ensuring cash flow is sufficient for operational needs and capital investments.
 - **Operational Optimization:** Identify and implement opportunities for cost reduction, process enhancement, and working capital improvement.
 - **Compliance & Risk Management:** Ensure regulatory compliance with GAAP, tax laws, and environmental standards. Manage risk through robust internal controls, insurance management, and supply chain contingency planning.
 - **Reporting & Analytics:** Oversee the preparation of timely monthly, quarterly, and annual financial statements, providing actionable insights to Executive leadership.
 - **Investor & Stakeholder Relations:** Manage relationships with banks, lenders, and investors, as necessary.
 - **Team Leadership:** Build, lead, and mentor the finance and accounting team, fostering a culture of excellence and accuracy.
 - **Oversees MRP/Work Control Manager, Bookkeeper, and others as assigned.**
 - **Other duties as assigned.**
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Qualifications:

- **Experience/Education:**
 - Bachelor's degree in Accounting, Finance, or Business Administration required; MBA or CPA strongly preferred.
 - Minimum 10 years of accounting experience.
 - Prior management experience preferred.

 - **Skills & Knowledge:**
 - excellent Strategic Planning skills and Financial Acumen.
 - Understanding Risk Management along with the ability to implement Process Improvements and Inventory Controls.
 - Strong Leadership and Mentoring skills.
 - Extensive knowledge of cost accounting (standard costing, variance analysis), ERP systems (e.g., SAP, Oracle, NetSuite), and advanced financial modeling.

 - **Other Requirements:**
 - Excellent communication, people leadership, and problem-solving skills.
 - Proven ability to drive business growth and operational improvement in a manufacturing environment.
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What We Offer:

- This is a full time, Exempt position. Wage range is \$88,000-\$105,000 depending on experience.
 - 100% Employer-paid medical, dental, and vision insurance, plus a generous HRA plan.
 - Participation in the Employee Stock Ownership Plan and discretionary profit sharing, once eligibility requirements are met.
 - Paid time off begins at thirteen days, plus nine paid holidays.
 - Opportunities for training and professional growth.
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UniWest is an EEO employer and encourages anyone interested to apply.