



12/01/2018

Job Title: Plant Controller

Shift: 1

Department: Finance

Location: Juarez

Reports To: Director of Mfg Finance

FLSA Status: Exempt

Position Purpose

AmesburyTruth is searching for an experienced Plant Controller with manufacturing experience to be part of a growing organization responsible for a plant with sales between \$50M and \$150M. The plant controller will partner with plant operations as well as marketing and be a critical leader in the oversight and management of the daily finance responsibilities associated with the plant. As a business partner, proactively identify improvements and determine and implement short and long-term strategies concerning efficiencies and profitability. This individual will administer policies and procedures to ensure financial controls are maintained and within compliance.

Essential Duties & Responsibilities

- Key Financial Leader responsible for helping to drive profitability and manage controls for the site.
 - Be a local site-based leader of the finance and accounting functions
 - Supervise monthly close for site and assist in monthly reporting
 - Ensure financial activities for the site are accurately recorded
 - Responsible for the team environment for indirect and direct reports within plant
 - Ensure consistency among manufacturing processes and procedures between the other COE plant controllers
 - Enhance and implement policies and procedures in compliance with AmesburyTruth policies, that (a) identify, resolve and document accounting issues and (b) insure the appropriate level of internal controls are maintained

- Lead the site-based FP&A responsible for all site-based reporting, including DM, DL, DO costs, efficiency, inventory management
 - Lead the site-based accounting for Juarez
 - Ensure policy adherence
- Key Partner with Director of Operations to provide insights and recommend activities to drive increased profitability for the site and the product lines manufactured there and to recommend opportunities to improve costs and efficiencies.
 - Serve as a member of the local leadership team
 - Partner with Director of Operations to drive efficiency and profitability
 - Lead and develop process improvements to drive efficiency of the plants' accounting and finances teams as well as the operations of the plants
- Responsible for the integrity of the site's accounting records and files, insuring adherence to IFRS, GAAP in conjunction with the divisional central accounting group.
- Oversee monthly journal entries and reconciliations including subsidiary to general ledger.
- Develop, interpret and report on financial information for operation leadership, finance and marketing, including responsibility to:
 - Develop and maintain key performance indicators and tracking systems to measure plant progress and identify key focus areas
- Ensure efficacy of costing systems for the manufacturing process that provides timely feedback to the organization.
 - Work with central cost accounting to ensure BOMs accurately reflect costs
- Review and assess capital plans and investments in operations.
- Responsible for driving forecasting and budgeting for
 - Manufacturing costs, margins at standard and inventory
 - Foreign Exchange impact
 - Intercompany transactions
- Set and manage policy, procedures for the site in compliance within the broader divisional and Tyman policies.
 - Ensure compliance with Tyman and AT policies and procedures
 - Ensure effective inventory controls
 - Ensure effective accounting controls for site-based transactions

Knowledge / Skills / Abilities

- Highly self-motivated/detail-oriented individual with strong organization skills
- Ability to analyze and interpret operating results and complicated data and prepare concise, accurate and timely reporting
- Ability to assess range of outcomes and risk, evaluate opportunities and present conclusions

- Strong systems skills including ability to utilize Hyperion, Excel, Word, PowerPoint, and other software as necessary
- Experience with manufacturing ERP systems and standard costing systems
- Strong work ethic and sense of personal responsibility for work outcomes
- Possess strong communication skills (verbal, written and interpersonal)
- Ability to work in a team environment, build strong relationships and influence up and down in the organization
- Proven ability to work on multiple projects simultaneously and multi task as necessary to meet deadlines
- Demonstrated ability to initiate and lead process improvements

Qualifications / Prior Experience

- Bachelor or master's degree in Accounting
- CPA equivalent preferred
- Prior Controllership experience in a manufacturing environment 10 to 15 Years' of related experience
- Fluent in both Spanish and English
- Excellent computer and communication skills
- ERP experience

Work Environment / Other Requirements

- Must be able to use normal office equipment (scanner, printer, copier, computer)
- Must be able to talk/hear/sit for prolonged periods of time
- The work performed is conducted in a climate-controlled facility with moderate noise levels that are within OSHA limits.
- Travel is required (10%)