

# Position Specification

**Trailers Manufacturer**  
**Director of Finance**

## ***The Company***

Our client is a company dedicated to providing the right product for people on the move. Their businesses each serve distinct trailer markets, ensuring they can build the trailer that's right for any consumer.

This key division has become the premier professional and consumer grader trailer manufacturer in North America. With over \$200 million in revenues and 700+ employees it specializes in the manufacturing of flat decks & deck overs, dumps, tilts, car hauler & equipment and utility. The brand is synonymous with high-end, superbly constructed trailers. PJ Trailers trailer products are sold through 300,000+ independent dealers in North America. Their culture is centered around individuals who have the utmost integrity, share a team oriented focus, exhibit low ego, and are proactive and accountable during transformational times.

## ***The Position***

### ***Location***

*Southwest United States*

### ***Travel***

The ideal candidate will be local and/or commute from North Dallas a minimum of 3 days per week.

### ***Reporting Relationship***

The Director of Finance will report directly to the CEO/President. The Director of Finance will collaborate and closely work with the CEO, Vice President of Manufacturing, Operations, and Sales in preparing and designing reports to support the business.

### ***Position Summary***

The Director of Finance position is a key leader in the organization where he/she is committed to build a best-in-class finance organization. He/She will be people focused, creating an environment of high standards where employees feel valued and can grow professionally. He/She will be a thought leader that will strengthen and manage the FP&A function by instilling best practices financial analysis while improving process.

This strategic leader will enhance the way the organization views and disseminates information that critically impacts business decisions across the organization. This role will be data intensive and the successful candidate must be self-sufficient. He/She needs to understand how to spot trends in the numbers and translate those into opportunities for improvement in the financial and operational performance. This includes translating strategic ideas into working plans, evolving the financial planning framework from the past and addressing complexities that exist within the function today.



The successful candidate will have many high impact opportunities to demonstrate his or her capabilities which will provide multiple avenues for continued career growth.

### ***Specific Responsibilities***

- Establish credibility throughout the organization serving as a business partner and finance lead, standardizing and developing strategic financial solutions and recommendations around business opportunities and challenges.
- Develop and enhance strategic financial planning processes linking to the companies short and long term operational and financial strategies.
- Strong analytical and strategic mindset to analyze and interpret financial data, drawing conclusions while providing financial modeling and insightful reporting to business units.
- Perform P&L analysis and set high standards for the budget and forecasting process, ensuring it is completed and accurate monthly, quarterly and annually. This includes variance analysis, profitability analysis, volume/price/parts analysis, operational analysis, cost structure analysis, plant performance analysis, trends, intercompany and consolidated reporting.
- Deep understanding of standardize cost accounting (raw materials, COGS, WIP, inventory, production costs and value of finished goods by labor hours, materials, scrap, and overhead and units by plant and product line) as well as performing in-depth working capital analysis to maximize cash performance and optimizing financing costs.
- Advanced analytical and data mining skills utilizing ERP systems, BI tools, Excel, PowerPoint skills. Advocate for future ERP implementation.

## ***The Candidate***

### ***Education***

Required to possess a Bachelor's degree preferably in Finance, Business and/or Management related discipline. A Master's degree in Finance, Accounting or Business discipline is a plus.

### ***Professional Qualifications***

- 8+ years of successful track record as financial leader or second-in-command in a department with strong operational experience.
- Minimum of 3 years of progressive financial management experience with an early in career in FP&A at "blue chip", multi-national company.
- Significant and recent cost accounting experience and working knowledge of GAAP, plus working with multiple plant locations.
- Successful track record of strategic and operational thinking in accessing and analyzing data that translates to financial and operational opportunities for the leadership team.
- Proven ability to make sound decisions using the best available data along with strong modeling, forecasting and budgeting skills.
- Manufacturing experience.
- Able to excel in a high energy and transformational environment with a "roll-up-the sleeves" attitude. Able to work independently and prioritize responsibilities.
- Experience in sponsored-backed company or consulting background in a PE firm is preferred. Transaction team experience would be viewed positively.
- Advanced Microsoft Excel and PowerPoint skills, including developing and utilizing pivot tables. Technical knowledge of financial systems and business intelligence tools.

- Highest standards of accuracy and precision; highly organized and strong sense of urgency.

### ***Personal Characteristics***

- Functional Skills – Ability to drive the financial analysis.
- Ability to drive insight from the analysis and help PJ Trailers leadership problem solve.
- Self-starter who is comfortable with relatively immature systems and processes.
- Strong problem solving and consulting skills; the ability to partner effectively with senior leaders to understand needs and deliver programs.
- Resourceful spearheading initiatives that are results-focused with action-oriented attitude.
- Strong interpersonal skills that is customer-focused, proactive and responsive. Must be mature and able to resolve conflict – an excellent listener.
- Highly intelligent and creative, and analytical thought processes (an “out of the box” type thinker).
- Ability to work independently building relationships contributing to an atmosphere in which people work together, effectively and have a willingness to do whatever is necessary to get the job done.
- High level of self-confidence and entrepreneurial style yet willing to check ego at the door— must have a “down to earth” style.

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**To learn more about this opportunity or provide a confidential referral, please contact:**

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