

# Position Specification

## Wireless Communications Company Chief Financial Officer

### ***The Company***

Our client is a leading provider of services for the installation, modification, construction, and maintenance of wireless communication facilities and related infrastructure. Headquartered in Texas and operating through 14 locations in 10 states, they provide a wide variety of architectural, engineering and turnkey construction services for microwave, cellular and PCS technologies. The company was recently acquired by a private equity firm.

### ***The Position***

#### ***Location***

Southwestern United States

#### ***Travel***

On an as needed basis to regional locations.

#### ***Reporting Relationship***

This role reports directly to the CEO and President. This position manages a Controller and 3 indirect reports. The CFO will work closely with two regional vice presidents and 14 regional general managers. The CFO will represent the company to outside parties (i.e. auditors, vendors, customers and industry/professional associations).

#### ***Position Summary***

As a key member of the senior leadership team, the CFO will have significant leadership and management responsibilities meeting aggressive strategic operational and financial objectives. The position requires the candidate to be flexible, very “hands-on”, and able to seize opportunities to improve profitability. He/She will be a trusted financial partner to the Chief Executive Officer and the private equity firm.

The CFO will have oversight to all accounting, financial planning and risk/compliance activities.

The CFO will assist in setting the finance strategy, creating greater visibility into financial and operational performance for the company while mitigating risks. He/she will be responsible for the financial management of the organization while taking the organization to the highest levels of efficiency and performance during a period of transformation and upward growth.

#### ***Specific Responsibilities***

- Determines the company’s financial strategy, growth agenda and planning process with the CEO. This includes organic growth and acquisitions in new markets.

- Maintain obligations to banking relationships, including but not limited to: covenant calculations and compliance, covenant and financial forecasting, monthly borrowing bases, cash flow analysis and projections, management of revolving line of credit and monthly payments.
- Develop and promote a framework to drive financial acumen and accountability across the organization; provide timely and meaningful analysis and reporting to operational leaders. This includes preparation of fourteen financial reports, operating statement, expense/revenue comparisons, operations/budgetary performance and reports to the private equity firm.
- Proactively establish partnerships with two regional vice presidents and fourteen general managers by institutionalizing a bottom up budget and forecasting process, financial ratios, key operating metrics and management reporting tools by location.
- Strong communication and analytical skills to identify and communicate opportunities for project cost controls, including tracking labor efficiency and rate.
- Oversight of project accounting and revenue recognition for fourteen geographically diverse units to ensure projects stay on budget (i.e. budgets, estimates, resource allocation, costs and billing).
- Create a formalized estimate and bidding process while achieving economies of scale across the organization and improving profitability.
- Lead efforts to reduce cash flow collection cycle and centralize the closeout process from three locations to one.
- Responsible for the establishment and maintenance of financial policies, procedures and practices.
- Responsible for oversight of financial internal controls and coordination of all financial efforts.

## ***The Candidate***

### ***Education***

A bachelor's degree in accounting as well as a CPA. Advanced degree is a plus.

### ***Professional Qualifications***

- A business partner that provides sound technical skills, analytical ability, good judgement, and strong operational focus.
- Minimum of 8 years of professional financial experience with a track record of successful cash management, treasury, financial planning and reporting, financial analysis, corporate finance, budgeting, financial systems and performance analysis for \$100MM company.
- Recent experience in construction and labor-intensive service industry. Experience with cost accounting—particularly job costing.
- Previous experience in establishing economies of scale across the organization utilizing systems, processes and people.
- Experience with a private equity sponsor and bolt-on acquisitions.
- Strong background in developing, implementing, maintaining and improving processes and procedures.
- Proven ability to determine key business issues and develop action plans.
- Skilled in examining, developing, re-engineering and recommending financial and technology policies and procedures.

- Previous experience working with a multiple-unit, geographically dispersed team and fast-paced entrepreneurial environment with all levels of employees within the company.

#### ***Personal Characteristics***

- Possess leadership competency to effectively partner with a high-energy executive group with personal qualities of resourcefulness, flexibility, and integrity.
- Flexible management style with the ability to nurture high levels of enthusiasm and commitment.
- Hands-on, proactive and flexible management style to partner effectively with all lines of business.
- Exceptional interpersonal skills with the ability to forge effective working relationships at all levels while building trust and respect.
- Ability to balance multiple projects with a drive-for-results mentality.

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

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