

POSITION SPECIFICATION

Confidential Chief Financial Officer (“CFO”)

The Company

A medical equipment rental and distribution company that specializes in serving a growing healthcare niche.

The Position

Location

Southwest United States

Travel

On an as needed basis.

Reporting Relationship

This role reports directly to the Chief Executive Officer (“CEO”). This position currently manages a Controller and 3 indirect reports. The CFO will work closely with the CEO, Chief Operating Officer and other members of the executive team and board, including the private equity investors. The CFO will also represent the company to outside parties (i.e. auditors, bankers, vendors, customers and industry/professional associations).

Position Summary

As a key member of the executive team, the CFO will have significant leadership and management responsibilities. The CFO will play an important role in crafting the financial strategy of the Company in collaboration with the executive team and board by creating greater visibility into the financial and operational performance of the company while identifying and 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 significant growth. The position requires the candidate to be flexible, very “hands-on”, and able to seize opportunities to improve profitability, return on assets, and working capital. He/she will be a trusted financial partner to the Chief Executive Officer and the board and private equity investors.

Specific Responsibilities

- Execute on the company’s financial strategy and growth opportunities with the CEO and executive team.
- Develop and promote a framework to drive financial acumen and accountability across the organization; provide timely financial reports and forecast/budget analysis to operational leaders.
- Proactively meet regularly with operational leaders to offer financial direction and institutionalize a bottom up budget and forecasting process, financial ratios, key operating metrics and management reporting tools.

- Work closely with the executive team and private equity investors on add-on acquisition opportunities.
- Analyze the company's financial operations while identifying opportunities for improvement and cost reduction.
- Supervise cash management activities ensuring cash flow is appropriate to support the company's operations; maintain obligations to banking relationships, including covenant calculations and compliance, monthly borrowing bases, cash flow analysis and projections, management of revolving line of credit and monthly payments.
- Lead efforts to reduce cash flow collection cycle, inventory to net working capital, inventory turnover, average collection period, ROA, and debt to asset ratio.
- Review sales reports and customer contracts to analyze projections of sales against actual figures, budgeted expenses against final totals and suggest methods of improving the planning and contract process while achieving economies of scale across the organization about ongoing expenses and sales growth while improving profitability.
- Strong communication and analytical skills to identify and communicate opportunities for cost controls, optimization of operations, transportation management and customer-service strategies.
- Responsible for the establishment and maintenance of financial policies, financial internal controls, procedures and practices.

The Candidate

Education

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

Professional Qualifications

- A business partner that provides sound technical skills, analytical ability, good judgement, and strong operational focus.
- Minimum of 15 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 as Chief Financial Officer preferably with a distribution logistics and/or rental equipment company managing an inventory of capital equipment.
- Previous experience in establishing economies of scale across the organization utilizing systems, processes and people.
- Experience with private equity investors and add-on acquisitions.
- Recent experience leading the finance area during a time of IT transformation.
- 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 organization and a geographically dispersed team.
- Previous experience in a fast-paced entrepreneurial environment.

Personal Characteristics

- Possess leadership competency to effectively partner with a compassionate executive group with personal qualities of resourcefulness, accountability, and decisiveness.
- Strong financial leadership and confidence to initiate projects while nurturing a passionate work force with high levels of 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.

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

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