



JOB DESCRIPTION

POSITION TITLE: CONTROLLER
REPORTS TO: CHIEF EXECUTIVE OFFICER
LOCATION: 921 CENTRAL AVE. W, SPRINGFIELD TN 37172
STATUS: EXEMPT – FULL TIME

Company ,

Stony Creek Colors, a chemical manufacturer based in Springfield, TN is focused on creating a vibrant fashion and food industry that values clean and natural dyes sourced from plants. Stony Creek Colors partners with local farms to grow indigo as a regenerative rotational crop that improves profitability and ecosystem health for farmers. Our vertically integrated model then allows us to implement safe and transparent extraction processes at our US-based factories. We collaborate with and sell our products to values-driven textile mills and brands to reach industrial scale and bring naturally-dyed products to consumers globally.

Position Summary/Job Scope

The Controller will be the senior financial professional in the company and will be a member of the leadership team. The role oversees all internal aspects of accounting and financial planning and analysis, including financial controls and monitoring the company's manufacturing facilities. Stony Creek Colors is undergoing rapid growth, and the selected candidate must have the ability to build necessary infrastructure to support that growth and to identify opportunities to drive operational efficiency. The company is launching and scaling operations at numerous sites, raising capital from leading investors, and rapidly growing its team; consequently, the Controller needs to be comfortable in a start-up environment, where plans and resources can change quickly, with requirements to respond with changes to financial and operating plans. Key functions include overseeing all aspects of financial management, including cost accounting and inventory records for an agriculture production / manufacturing process, corporate accounting for a private, venture capital-funded business, budget development, KPI tracking, forecast preparation, and development of internal control policies and procedures, as well as leading the interface with the company's external auditors. Controller responsibilities will also include financial risk management.

Essential Job Functions/Responsibilities:

- Manage all internal financial planning and analysis and accounting operations
- Coordinate and direct the preparation of the budget and financial forecasts and report variances
- Prepare monthly financial statements and provide reports as required to management and shareholders
- Monitor benchmarks/KPIs against which to measure and improve the performance of company operations
- Develop, as needed, reporting systems for the business including ERP/MRP/IT systems evaluation and implementations as deemed necessary
- Manage all accounting operations including invoicing, A/R, A/P, GL, cost accounting, inventory accounting and revenue recognition
- Ensure quality control over financial transactions and financial reporting



- Manage and comply with Local, State, and Federal government reporting requirements and interface with the company's external accountants for timely tax filings
- Develop and document business processes and accounting policies to maintain and strengthen internal controls
- Provide financial analyses as needed for capital investments, pricing decisions, and contract negotiations
- Additional duties as necessary. On location at least 3 days a week with daily management of direct reports.

Essential Attributes:

- Ability to build structure in a growth environment
- Analytical and detail oriented, driving operational improvement
- Demonstrated people, leadership and organizational skills, including change management
- Professional and positive attitude
- Ability to work under pressure and time constraints
- Entrepreneurial temperament and resilience
- Teamwork, conflict resolution, problem-solving and performance management skills
- Willingness to assume accountability
- Good listening and communication skills

Education and Experience:

- Proven working experience as a Plant Controller
- 10+ years of overall combined accounting and financial planning and analysis experience
- Advanced degree in accounting
- Experience with IT and ERP systems implementation; routine building of financial models in Excel
- Excellent skills in preparing and communicating timely management reports
- Thorough knowledge of accounting/GAAP principles and procedures
- Experience with creating financial models and statements
- Experienced in interfacing with external auditors

Date Prepared: 4/18/22

This job description reflects management's assignment of essential functions. It does not restrict the tasks that may be assigned from time to time, nor is it considered a contract of employment overriding "at-will" employment.

To apply: email Jobs@stonycreekcolors.com