

**Job Title: Finance Director**

**Company:** Eighth Generation, owned by the Snoqualmie Tribe

**Location:** Seattle, WA (SODO/Georgetown HQ location)

**About Eighth Generation:** Eighth Generation is the nation's leading Native-owned lifestyle brand, dedicated to promoting Indigenous art, culture, and economic empowerment. As the first Native-owned company to produce wool blankets, we are committed to cultural authenticity, social responsibility, and innovative business practices. Proudly owned by the Snoqualmie Tribe, we strive to create meaningful opportunities for Indigenous communities.

**Position Overview:** Eighth Generation is seeking a highly skilled and experienced Finance Director to oversee all financial aspects of our operations. Reporting directly to the CEO, the Finance Director will be responsible for managing financial planning and analysis, budgeting, accounting, and reporting processes. The successful candidate will possess a strong background in finance, exceptional leadership skills, and a commitment to the values and mission of Eighth Generation.

**Position Basics:**

- Pay: \$110k+ DOE (Salaried, Exempt)
- Location: SODO/Georgetown HQ, Seattle, WA
- Position reports to the Chief Executive Officer

**Benefits:**

- Premier benefit package
- 401(k) with matching
- Sick leave, paid holidays, vacation
- Medical/dental/vision insurance
- Employee discounts
- FREE onsite parking

**Responsibilities:**

- Manage daily financial activities, including budget preparation, accounting, and purchasing
- Analyze financial reports, identify business trends, and recommend revenue-enhancing strategies

- Develop and maintain inventory controls and procedures
- Ensure timely filing of governmental tax returns and adherence to regulatory guidelines
- Prepare and monitor annual budget, analyze variances, and recommend corrective actions
- Work with external CPA consultants to ensure accurate and timely financial reporting
- Manage cash, accounts receivable, credit, and collection functions
- Assess and maintain internal controls to safeguard company assets
- Serve as a key member of the leadership team in assessing overall company performance and achieving business objectives
- Expertise in systems implementation and payroll management
- Maintain relationships with partners, vendors, suppliers, and customers
- Mentor Warehouse and Production managers on productivity and control standards
- Manage the company's professional employer organization to implement benefits plans, including medical/dental/vision insurance and 401(k)
- Initiate and manage audits
- Perform other related duties as assigned

**Requirements:**

- Proven experience in financial management, preferably in a manufacturing or retail environment
- Ability to support decision making through analytics and storytelling with numbers
- Excellent organizational, problem-solving, and leadership skills
- Outstanding communication and interpersonal abilities
- Proficiency in Quickbooks, MS Office, G Suite, databases, payroll, and information systems
- Bachelor's degree in Business/Financial Management or relevant field; MBA or CPA preferred
- Ability to pass a background check
- Successful candidate must sign a Non-Disclosure Agreement

**How To Apply:** Please submit both a resume and cover letter to be considered for this position. Applications can be sent to [info@eighthgeneration.com](mailto:info@eighthgeneration.com). Position is open until filled.

**Job Type:** Full-time

**Salary:** From \$110,000.00 per year

**Benefits:**

- 401(k) with matching
- Dental insurance
- Health insurance
- Paid time off
- Vision insurance

**Physical setting:** Office

**Schedule:** Monday to Friday

**Education:** Bachelor's (Required)

**Experience:**

- Accounting: 7 years (Preferred)
- Cost accounting: 2 years (Preferred)

**Work Location:** In person, Seattle, WA 98108: Reliably commute or planning to relocate before starting work (Preferred)