

Job Description



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| DEPARTMENT: | Accounting |
| JOB TITLE: | Accounting Manager |
| REPORTS TO: | VP of Accounting (Durham, NC) and Plant Manager (Waynesboro, MS) |
| LOCATION: | Waynesboro, MS |
| APPLY TO: | HR@sipcamagro.com |

SUMMARY DESCRIPTION

The Accounting Manager supports the plant with financial reporting, financial analysis and guidance for all production related accounting. Interaction with plant personnel is crucial for this position. This is a full-time position located at Waynesboro, MS, and has supervisory responsibilities.

Travel between locations in Mississippi and to corporate office in Durham, North Carolina may be required. The Accounting Manager will bring an innovative, and entrepreneurial mindset that will empower them to partner with senior management in the organization. The Accounting Manager must be an experienced, self-starter who is a creative thinker with a deep appreciation for the need to be clear, concise and accurate in communicating the results of detailed analyses. The Accounting Manager will utilize advanced skills in financial analysis, accounting, budgeting, corporate finance, business modeling, and competitive analysis in assisting the senior managers of the company in long-term planning, decision making, and performance evaluation.

Responsibilities

- Preparation of monthly financial statements, by maintaining journal entries and posting to general ledger. Coordinate the monthly close process within 3-days of month end.
- Responsible for planning and coordinating plant budget activities in alignment with corporate policies and practices.
- Understanding the details of key business drivers and how they impact budgets and forecasts, and ensuring that budgets are accurate, comprehensive, completed on time and tied to detailed sales forecast.
- Reconciliation of all balance sheet accounts within 5 days of month-end. Review all reserves for reasonableness.
- Delivering monthly detailed analysis on plant performance, with commentary and presentation materials on Sales Analysis, Variances and Expenses.
- Provide detailed financial reports and analysis to local management team and work with plant manager to understand the trends and advise on interpreting the financial results impacting the plant.
- Actively supports plant manager with insight and analysis to enable a more profitable facility. Develop variance reports enabling plant management team to focus on process improvements resulting in improved efficiencies. Conduct variance analysis compared to budget, forecasts and prior periods.
- Continuously monitor plant activity with daily dashboard focusing on bookings, sales and inventory, variance analysis.
- Provide timely responses to the frequent ad-hoc analysis needed by the plant manager and management team. Anticipate variances based on analysis of current trends and production, be proactive in monitoring strategic goals of variance reductions, and cooperate with plant management to develop alternative strategies in the face of challenging results.
- Reviews and determines root cause for all line items in the trial balance.
- Proactively identifies manufacturing cost trends that impact the financial results. Compile and review data in preparation of annual standard cost roll up.

- Implement strong internal controls for all business functions.
- Coordinate and participate in inventory control initiatives to ensure inventory is reported accurately.
- Work with Management Team to further identify, report and analyze operational key performance indicators (KPI's) that drive financial results in each plant.
- Oversee the development of capital expenditures and analyze capital spending projects. Monthly monitor of asset capitalizations and yearly review of asset disposal for all plants.
- Drive positive change in process and procedure for better efficiency. Manage and develop processes and controls to ensure accuracy of reported information.
- Lead periodic financial training reviews between production management teams to ensure full understanding of compliance with financial policies as well as to identify improvement opportunities for top challenges.
- Compiles data, prepares reports, and filing of yearly property tax returns and other state-mandated filings.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Competencies:

- Proven leadership
- Results Orientation
- Communication Proficiency
- People development
- Decision Making
- Problem Solving/Analysis
- Financial Management
- Business Acumen
- Highly organized

EXPERIENCE AND QUALIFICATIONS

- Requires bachelor's degree major in Accounting/Finance.
- A minimum of 5-10 years of dynamic experience in leadership roles with Finance, Accounting, or financial data analytics and reporting.
- Experience managing others.
- Experience in the Manufacturing Industry (chemicals, formulation petrochemicals or refining, etc.)
- Strong analytical and technical skills
- Excellent oral and written communication skills.
- Knowledge of Sage and JDEdwards.
- Superior knowledge of US GAAP accounting principles and practices, management accounting and related analytical concepts, as well as corporate finance.
- Proven ability in building analytics and models and identify key drivers.
- Experience working in a sophisticated multi-ERP system environment.
- Advanced Excel, PowerPoint, financial modeling, and analytical skills.
- Creative problem-solving skills.
- Ability to engage and develop relationships with individuals at all levels of the organization.
- Excellent communication and organizational skills with a sharp attention to detail.
- Strong work ethic and ambitious in building future capability and career.
- A self-motivated individual who can thrive in an organization which is rapidly growing and evolving.