

Chief Financial Officer (CFO)

Location: Texas (On-Site)

Travel: Travel when necessary, between Texas and Ohio facilities

Industry: Industrial Manufacturing (Oil & Gas / Storage Tanks)

Position: Full-time

About the Company

We are a privately owned manufacturing company with over 50 years of industry experience, specializing in the production of industrial tanks primarily serving the oil and gas sector, along with other industrial applications. With approximately 100 employees and a strong reputation for quality and reliability, the company is entering a new phase of rapid growth and operational expansion.

Position Overview

We are seeking a highly driven, hands-on Chief Financial Officer (CFO) to join our executive team and play a critical role in scaling the business. This is not a maintenance role—we are looking for a builder.

The CFO will be responsible for establishing and leading the entire finance function from the ground up, partnering closely with ownership and operations to drive profitability, improve financial visibility, and support aggressive growth initiatives.

This role requires a strong on-site presence and the ability to engage directly with plant operations across multiple locations.

Key Responsibilities

- Build, lead, and develop the company's finance and accounting function from the ground up
- Implement financial infrastructure, including processes, controls, and reporting systems
- Oversee all financial operations, including accounting, FP&A, treasury, and tax
- Develop and manage cost accounting systems, including inventory, WIP, and margin analysis
- Partner closely with plant leadership to drive operational efficiency and cost improvements
- Lead cash flow management, working capital optimization, and capital expenditure planning
- Develop financial models and forecasts to support rapid growth and expansion initiatives
- Support strategic decision-making, including capacity expansion, new markets, and potential acquisitions
- Establish strong relationships with banks, lenders, and external advisors

- Ensure compliance with financial regulations and industry-specific requirements
- Oversee ERP selection, implementation, or optimization to support scalable operations
- Provide regular financial reporting and strategic insights to ownership

Qualifications

- Bachelor's degree in Finance, Accounting, or related field (MBA and/or CPA strongly preferred)
- 10+ years of progressive financial leadership experience, including senior finance roles in manufacturing
- Proven experience building or significantly upgrading a finance function
- Deep expertise in cost accounting, inventory management, and manufacturing operations
- Strong track record of cash flow management and capital planning in a production environment
- Experience working directly with plant operations and cross-functional leadership
- Demonstrated ability to operate in a hands-on, entrepreneurial environment
- Experience with ERP systems and financial process implementation
- Willingness to work fully on-site and travel regularly between facilities

Preferred Qualifications

- Experience in oil & gas, heavy industrial manufacturing, or related sectors
- Experience in multi-site operations (especially across different states)
- Background in high-growth or transformation environments
- Experience working with privately owned or founder-led businesses

What We're Looking For

- A builder who thrives in creating structure where none exists
- A partner to operations, not just a financial reporter
- A leader comfortable being both strategic and hands-on
- Someone who can scale systems, teams, and processes alongside company growth

What We Offer

- Competitive executive compensation package (base + performance incentives)
- Opportunity to shape and scale a 50-year-old company entering a high-growth phase
- Direct impact on company strategy and long-term success
- Leadership role with significant autonomy and influence