

# LEADERSHIP POSITION



## DIRECTOR: FP&A / CONTROLS AND COMPLIANCE

In 1985, Mike and Kim Crabb founded Diamond C with a small team and a big dream. Over the years, the company has grown significantly, now employing over 900 team members. Diamond C remains a family-owned and operated business, with a strong emphasis on our foundational "Do Work, Love Strong" culture, which is based in Mt. Pleasant, TX.

We are unwavering in our commitment to more – more process improvements, more sustainable manufacturing, and more opportunities for our team. Our purpose is to fuel the growth and success of our team members, customers, and community. We're dedicated to being a positive force for change and using our expertise to make a meaningful impact on our community abroad. This role is located in Mount Pleasant, TX 75455

### Purpose:

Roadclipper Enterprises, Inc. is seeking a dynamic and growth-oriented Director of FP&A / Controls & Compliance. This individual will have a strong foundation in budgeting, forecasting, and audit, along with a drive to expand their leadership capabilities. With aspirations for career advancement, this candidate may envision a future as a CFO and is ready to make a significant impact across key Finance areas, including budgeting, pricing, costing, and compliance.

**Shift & Schedule:** 8:00AM-5:00PM MON-FRI

### Responsibilities:

- Lead the budgeting and forecasting process, building on a recently improved framework to further enhance accuracy and efficiency.
- Utilize advanced spreadsheet modeling, critical thinking, and skepticism to drive insights and decisions.
- Bring expertise in inventory costing, particularly in standard or activity-based costing, ideally from experience within a manufacturing environment.
- Direct the Costing & Pricing Lead role to deepen the company's understanding of inventory costs and profitability across product lines.
- Collaborate with functional leaders to evaluate ERP capabilities, especially in inventory management, and play a key role in implementing ERP enhancements.
- Lead the development and formalization of policies and procedures, working closely with the Corporate Controller to draft and refine these documents.
- Perform audits to ensure compliance with established policies, leveraging prior experience in public accounting or internal audit roles within public companies.
- This role will initially oversee one to two direct reports.

### Qualifications:

- 8-10 years of professional experience, with a foundation in public accounting or internal audit.
- Bachelor's Degree or higher, with a focus in Accounting.
- Previous experience in manufacturing, with a solid understanding of inventory management and costing principles.
- Expert-level spreadsheet modeling and data analysis skills.
- Experience in policy and procedure development and compliance auditing.
- CPA designation preferred; experience in pricing and costing is a plus.

### Benefits:

- Medical
- Dental
- Vision
- Long and Short Term Disability
- Employer Paid 25K Life Insurance
- Other Supplemental Policies
- Physical Wellness Program
- Paid Maternal/Paternal Leave
- Tuition Reimbursement Program
- 401(k) & Company Match
- Scholarship

We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.