



CONTROLLER

Classification: Exempt - Full Time
Location: Bellingham, WA
Reports to: CEO/Owner

Who We Are

At Brist, our mission is to create an unrivaled merchandise experience that enables our partners to focus on what they do best.

We are unapologetically ourselves and believe in our ability to be the bridge between a brand and a rock star apparel program. In one week (or day) we'll speak to brewers, influencers, and outdoor enthusiasts but also with tech giants and major league sports teams.

We can tie our ties but we'll have a cold one around a bonfire while discussing our next best design. Staying true to self is what makes us different—we're the renegades who are running ahead of the pack with the secret sauce.

Core Values

1. Do It Together
2. Over Deliver
3. Lean Into Discomfort
4. Be Bold, Send It
5. Take Risks & Own It
6. Create Results

Who We Are Seeking

Brist Mfg. is on the grow again! We are searching for an accomplished Bellingham, WA based, controller to lead the financial operations of our rapidly growing company. Specifically, we are seeking that unique combination of a hands-on, roll up your sleeves finance/accounting expert who not only supports the day to day business functions, but also provides the leadership required of a company that is scaling hard and fast.

The ideal candidate will have 4 - 6 years experience as a controller in a manufacturing setting, thrives in a cost accounting environment, is an exceptional leader, great communicator of financial data, and visionary thinker while in parallel, navigating the day-to-day accounting functions with a small team.

The Position

The Controller is responsible for all accounting operations of the company and includes, but is not limited to the preparation and accuracy of all financial reporting, maintaining accounting records, innovating systems and processes that will produce departmental gains and efficiencies, setting controls and budgets designed to mitigate risk and ensuring reported results comply with generally accepted accounting principles.

The Controller is an integral member of the organization, executive and leadership teams. This position is a stakeholder in developing and implementing financial strategies that drive organizational growth and EBITA goals.

Responsibilities

- Prepare financial statements, including document preparation, data analysis, integrity validation, P&L variance reporting and reconciliations
- Analyze and forecast business trends, prepare cash forecast and monthly/annual budget work
- Implement internal control policies and procedures for all financial activities
- Lead tax filings (LNI, SUTA, 941, FUTA, ESD, etc.) and compliance (Wage & Hour)
- Perform full accounting function, as needed, to include A/P, A/R, Payroll, account reconciliation, general ledger, chart of accounts, trial balance, etc.
- Hands on responsibility for general ledger, balance sheet accounts, bank reconciliations, and journal entries
- Lead and manage a small accounting team
- Provide cash management updates, dashboard reporting, modeling and monitoring of metrics
- Create, understand, and maintain operational workflows
- Seek out cost reductions and monitor existing cost reduction efforts
- Provide management with short-term and long-term financial objectives and policies
- Work with the Owner and Executive team to develop and implement the company's financial planning and strategy
- Perform risk management by analyzing the organization's liabilities and investments
- Advise on acquisitions, purchases, leases, and expansions
- Establish efficiencies in systems and operational procedures, stay on top of trends in apps, software and new technologies that will enhance and/or drive a better way forward
- Maintain professional relationships with CPA, vendors and financial institutions
- Provide information to external auditors
- Maintain knowledge of organizational procedures, federal and state regulations and accounting standards
- Ensure reported results comply with generally accepted accounting principles (GAAP)

Experience/Skills

- Systems thinker, strong technology and analytical abilities, builder of sustainable processes
- Comprehensive knowledge of accounting systems
- Creative problem solver who anticipates risks and opportunities and maintains a vision for continuous improvement
- Strong verbal and written communication skills with a customer service mindset
- Advanced and highly accurate math, accounting and cost accounting skills
- Demonstrated leadership accomplishments and career advancement
- Excellent organizational skills and attention to detail
- Superior time management skills with a proven ability to meet deadlines

Requirements

- 4-6 years of controller or senior accounting manufacturing experience
- Relatable experience in a fast paced, start up environment
- Advanced knowledge of Excel, ERP software, Office 365, Quickbooks
- Working knowledge of enterprise resource planning (ERP) systems

- Bachelor's degree in Accounting, Finance, Business or equivalent degree
- CPA designation a plus

Physical Requirements:

- Prolonged periods sitting at a desk and working on a computer.
- Must be able to lift up to 15 pounds at times.
- Ability to travel as needed.

Benefits

- Paid Holidays / PTO
- Healthcare, Dental, Vision
- Simple IRA / Employer match
- Employee Assistance Program
- Generous annual Brist and other branded apparel and merchandise allowance
- Profit Sharing

How to Apply

Email your resume and cover letter to Human Resource, attention Liz Mathias, SHRM-CP and Integrator at liz.m@bristmfg.com

This position is office-based at our Bellingham, WA location. There is no relocation allowance or relocation package attached to this recruitment.