

# STANTON CHASE

I N T E R N A T I O N A L

*Executive Search Consultants*

**Chief Financial Officer**

[PRINTING, PACKAGING & SUPPLY MANAGEMENT COMPANY]

SALES OF \$100,000 MILLION

MIDWEST, USA

**The ideal candidate is a sophisticated CFO who will use operational and strategic expertise to plan, direct and control The Company's overall fiscal and project leadership as well as further develop its key investor relationships.**

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## BUSINESS DESCRIPTION

***You'll be the financial steward and director of this successful market leader in supply chain-managed solutions for clients' promotional printing, packaging and direct marketing needs.***

Founded in 1977, our Client is a customized solution house for printing, packaging, and order fulfillment for consumer products packaged goods customers. The privately held company employs 450+ associates in 600,000 square feet of space distributed among 3 facilities in Wisconsin. Since July 2006 when the Company was acquired by a consortium of three private equity investors, the organization has grown to approximately \$80-100 million in sales, doubling in value for its owner/investors more than once, and is planning to do so again.

## THE CFO ROLE

***Building on a foundation of growth, customer loyalty and profitability, one mission of the CFO's role is to more than double the value of the organization within a reasonable time frame.***

In turn, the CFO will enjoy being part of a high-performing, well-managed team, be rewarded financially (bonus and equity), and associate with successful private equity firms and their board representatives.

***The ideal candidate will plan, direct and implement The Company's overall financial plans and policies, accounting practices and key relationships.***

S/he will provide value-added guidance focused on maximizing financial opportunities as well as facilitating win/win agreements between clients and The Company. Using effective communication skills, the CFO will direct and develop relationships with investors, external counsel and auditors, and the financial community. This individual will manage multiple product lines and projects simultaneously, finding ways to make an already successful company even better.

***The CFO's essential duties involve leadership in finance, accounting, reporting, MIS, audit, human resources, taxation and treasury.***

The CFO will lead strategic projects in the areas of business risk management, strategic initiatives, business investment and partnerships, and creating annual/monthly budget variance reporting by product line. S/he will direct the functions of treasury, tax, accounting, information systems, insurance activities, contract negotiations with vendors, and various other administrative functions for the organization.

***The CFO is an integral member of the senior management team, reporting directly to the President and Audit Committee of the Board of Directors.***

The ideal candidate is adept at building rapport with members of the senior leadership team and is a model of teamwork and productive behavior on committees, project teams, and the leadership team. The CFO has a staff of 15-20 to assist in fulfilling the needs of the CEO, Board, investors, vendors and all key stakeholders.

***The CFO is an experienced leader with respect to staffing, training and development.***

This individual can recruit the best and brightest into the organization, train and develop all employees, and instill career planning and recognition programs to promote team morale.

**WHAT ABOUT YOU? YOUR SPECIAL SKILLS AND PERSONAL CHARACTERISTICS**

***You model the standard of ethics desired by the organization.***

You instill integrity, objectivity, accountability and initiative in the CFO's department and throughout the organization.

***You're a strong leader and communicator who is comfortable influencing others as well as working with a diverse group of stakeholders.***

Armed with excellent written and clear verbal communication skills, you provide relevant and important information to the Board and to private equity investors. You are experienced enough to have opinions and confident enough to either defend or change such opinions in conversation with the management team or board.

***Educational Requirements***

- B.S. degree is required.
- CPA, CMA, MBA or equivalent credentials are greatly appreciated.

***Compensation***

- DOE compensation package in the general \$150,000 - \$200,000 range, including annual incentive bonus.
- The cost of living in this location is 82% of Chicago, or 55% of either San Francisco or New York.
- Equity participation in a growing, privately-held company is expected to be an integral part of the compensation plan.

**INTERESTED IN LEARNING MORE?  
CONTACT STANTON CHASE**

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**ABOUT US: WHO IS STANTON CHASE?**

***With 60 offices in 40 countries, Stanton Chase is ranked amongst the Top Ten retained executive-search firms in the world.***

Stanton Chase provides retained executive search services in the following practice areas: industrial, consumer products and services, financial services, government, non-profit, technology, life sciences and healthcare, and professional services. Each office is independently owned and operated. Paul Herrerias, CPA, MHROD owns and is Managing Director of Stanton Chase—Northern California. Clients benefit from the global reach, regional knowledge, and local insights of each office. [www.stantonchase.com](http://www.stantonchase.com)

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