

## ▶ MISSION

Honoring lives and enriching caregivers.

## ▶ VISION

Provider of choice for creating meaningful experiences.

## ▶ CORE VALUES

### COMMITMENT TO CUSTOMERS

We **treat all with care and empathy**, support our **communities**, and value our **relationships**.

### QUALITY

We provide **exceptional service** and **outstanding products** that together, **deliver premium value**.

### INTEGRITY & RESPECT

We **honor our commitments** and treat customers, partners, and each other with **dignity**.

### COURAGE & COMPASSION

We have the **strength** to **do what is right** for our customer, the business, and one another.

### EXCELLENCE IN EXECUTION

We are **accountable for our actions**, always **strive for excellence**, and **deliver positive results**.

### CONTINUOUS IMPROVEMENT

We have a spirit of **learning & development to foster innovation** and an **on-going pursuit of excellence**.

# VERTIN

## POSITION PROFILE:

# Chief Financial Officer

Edina, MN or Breckenridge, MN

Vertin is searching for an experienced finance executive to fill our role of CFO, joining our team of high-performing professionals. As a member of the executive leadership team, the CFO is responsible for managing finance organization, helping develop and drive the strategy of the business, and ensuring proper planning, budgeting, tax, treasury, and accounting are in place across the organization. Additionally, this position will identify and lead process improvement and collaborate with outside relationships and internal business partners.

## TO APPLY:

If you are interested in bringing your talents to our team, please email your cover letter and resume to [careers@vertin.com](mailto:careers@vertin.com).

## VERTIN HISTORY AND TODAY

From the first Vertin Company funeral conducted in 1904, providing professional, first-class funeral service has been our priority and creating meaningful experiences for families has been our passion. We have a long history of stability and financial security as a privately held funeral business. With locations spanning the Midwest, we are a diverse group of over 500 individuals inspired by a shared commitment to making a difference in people's lives.

## ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

Leads and manages all aspects of the finance department for Vertin Company:

- ◆ Assist the CEO and other senior leaders with developing the company strategy
- ◆ Promote the strategic priorities and financial accountability through the organization
- ◆ Provide strategic management of the accounting and finance functions
- ◆ Provide accurate and timely financial reporting and analysis to key leaders
- ◆ Direct accounting policies, procedures, and internal controls
- ◆ Maintain oversight, direction, and optimization of treasury and tax
- ◆ Develop and manage ongoing capital and budgeting processes
- ◆ Provide support, analysis, and direction for M&A activities
- ◆ Recommend improvements to ensure the integrity of financial information
- ◆ Manage information technology across the business, ensuring the company's systems support and align with the needs of functional support
- ◆ Oversee financial systems implementations and upgrades
- ◆ Manage relationships with partners and investment institutions
- ◆ Identify and manage business risks and insurance requirements
- ◆ Hire, train, and retain skilled accounting and finance team
- ◆ Work collaboratively with the VP Finance
- ◆ Other duties may be assigned

## SUPERVISORY RESPONSIBILITIES

Directly lead, supervise, and develop the multiple functions of the finance department and its employees for the organization. Responsible for each employee in the finance department. Maintain systems to measure and evaluate direct reports against established metrics. Carry out supervisory responsibilities in accordance with Vertin policies and management processes and with applicable laws. Responsibilities include but are not limited to interviewing, recruiting, hiring, onboarding, assigning and directing work, evaluating performance, reward and recognition, performance management, and termination. Work with Human Resources in developing strategies to retain top talent and to promote learning and development programs. Ensure compliance of employee health and safety.

## EDUCATION, EXPERIENCE, CERTIFICATIONS

Bachelor's degree (B.S./B.A.) from a college or university; ten or more years of related experience and/or training; or equivalent combination of education and experience with an emphasis in finance and accounting. Advance degree a plus. Specific industry experience is not required.

## SKILLS, QUALIFICATIONS, ABILITIES

*The individual must possess these skills and abilities or explain and demonstrate that he or she can perform the essential functions, with or without reasonable accommodation, using some combination of skills and abilities.*

- ◆ Strong experience leading a finance organization
- ◆ Experience as part of an organization's leadership team
- ◆ Proven accounting background in establishing controls, processes, and audits
- ◆ Demonstrated FP&A experience, leading planning, budgeting, and reporting.
- ◆ Experience in multi-entity organizations across a broad geography
- ◆ Treasury and tax oversight experience a plus
- ◆ Proven experience in lean business, the development of processes and standard work
- ◆ M&A experience a plus, especially in service-related businesses
- ◆ A champion of change management and proves improvement
- ◆ Solid communication and presentation skills with both small and large groups
- ◆ Experience in consumer-facing industries, such as funeral service, hospitality, or healthcare, is a plus
- ◆ Solid organization and reporting skills
- ◆ Experience with ERP systems for planning, managing, and reporting