



Commercial Vehicle Group, Inc. (CVGI) is a diversified industrial company that provides seating systems, electro-mechanical assemblies, wire harnesses, plastic parts, engineered structures, panel assemblies, and warehouse automation subsystems for many markets including ecommerce, e-tailing, trucking, last-mile delivery, electric vehicles, military equipment, warehouse equipment, buses, construction equipment, agricultural vehicles, specialty transportation vehicles, mining, industrial equipment and off-road recreational markets.

We are currently seeking a Plant Controller at our Elkridge, MD facility.

In this role, the incumbent will:

The Controller's responsibilities include maintaining financial records and reports, performing account reconciliations, assisting with budget and close processes, assisting internal and external audits, and maintaining SOX documentation. The Controller is the main finance resource in the plant and as such, will be assisting the plant operations as needed and respond to information requests by management. To be successful as a Controller, you should be able to accurately maintain a general ledger and ensure compliance with Generally Accepted Accounting Principles (GAAP) and Sarbanes–Oxley (SOX).

- Be responsible for the protection of plant assets; maintain Standard Cost file.
- Establish procedures to ensure sound financial control of plant assets. Review and upgrade plant accounting activities to ensure all systems are properly developed and maintained to meet the financial reporting timetables.
- Ensure all accounting procedures and processes are SOX compliant, CVG procedures, US GAAP, and statutory compliance requirements are followed on a consistent basis and coordinate and participate in all audits.
- Coordinate with the Plant Manger on the preparation of the plant's annual budget and monthly forecasts, including issuance of budget instructions, comparative data, timetables, and forms.
- Analyze and counsel Plant Manager and Staff on variances from plant goals and plan; partner with staff in to ensure the location meets EBITDA.
- Analyze trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses.
- Oversees daily operation of entire finance department
- Directs and coordinates debt financing and debt service payments with outside agencies.
- Monitors and analyzes monthly operating results against budget and collaborates with department heads on means of improving trends.
- Establishes and implements short and long-range departmental goals, objectives, policies and operating procedures.
- Produce timely monthly reports of all relevant departmental activities and ensure this formal communication is a comprehensive reflection of the finance function; preparation and interpretation of plant financial statements, monthly account reconciliation and all month-end close related activities; adhere to all deadlines.
- Support Corporate Tax department as necessary for the preparation, review and filing of tax accounts.
- Provide financial guidance and assistance to Plant, Group and Corporate Management.



- Evaluate and assist in the preparation of all capital expenditure requests. Maintain control procedures to ensure spending is within approved limits.
- Direct the annual physical inventory; evaluate and reconcile the physical inventory results.
- Determine the excess and obsolete inventory amounts.
- Support the organization's goals, values, and efforts toward continuous improvement
- Demonstrate teamwork by collaborating with others to improve overall standards of performance and service
- Provide good customer service to all customers, both internal and external
- Participate on special teams & support initiatives as required.

Requirements:

- Bachelor's degree in Accounting or Finance and 7-10 yrs. experience including Cost and General Accounting and Budgeting in a manufacturing environment.
- Demonstrated ability to plan and direct accounting activities including costing, reporting, forecasting, and budgeting in a manufacturing environment.
- Experience in providing departmental leadership.
- Excellent communication skills (verbal and written) with the ability to collaborate both at the technical and business levels.
- Strong analytical & problem-solving skills; detailed-oriented with both the ambition and willingness to dive into the details to accomplish responsibilities and solve problems.
- Strong organizational and time management skills/ability to continually prioritize workload and respond to top priorities with a sense of urgency.
- Knowledge of ERP systems/reporting tools preferred; fluent in MS Office including highly advanced Excel skills including spreadsheets as well as other accounting software.
- Ability to travel to other CVG locations as needed.

This position is not available for sponsorship currently.

Our eligible associates enjoy competitive wages and benefit package including comprehensive medical, dental, vision, 401(k) plan, company paid life insurance, paid holiday, and vacation time off.

Resumes may be submitted as directed below. Include the job title in all submissions.

Email:
HR@cvgrp.com

Fax:
614-289-0377

Mail:
CVG, Inc.,
Attn: Human Resources
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Different people approach opportunities and challenges differently which improves outcomes for customers, employees, and shareholders. CVG is committed to diversity and inclusion and welcomes qualified applications



without regard to race, color, religion, sex, sexual orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status or any or any other status protected by law.