

Job Number: Baker-2021-01
Job Title: Controller
Supervisor: President Baker Engineering
Status: Full Time
Location: Nunica, MI

Baker Engineering, LLC (BE) and its subsidiary companies' core business centers around the design and development of high tech, high performance technologies for a variety of applications, from custom military and commercial engines to engine components, to the production of parts and mechanical assemblies for other industries. Baker Engineering is a wholly owned subsidiary of the Waséyabek Development Company, LLC. (WDC), an entity wholly owned by the Nottawaseppi Huron Band of the Potawatomi, a Federally recognized Indian Tribe.

POSITION SUMMARY

The Controller is accountable for the organization's fiscal operating results and will provide information to the President for presentation to the Advisory Board. The Controller is accountable for the accounting operations of BE and monthly, quarterly, and annual roll-up activities of subsidiary companies with QuickBooks. The Controller will handle day-to-day financial input, output and payroll of the Federal subsidiaries using Sage government, Deltek or other government approved accounting software. The controller will ensure reliable, accurate and transparent financial reporting that is compliant with all Tribal, local, state, and Federal requirements. The Controller will work with the President in strategic planning and forecasting.

ESSENTIAL FUNCTIONS

- Ensures all transactions are recorded in accordance with US generally accepted accounting principles GAAP and DCAA regulations where appropriate
- Responsible for the day-to-day input and output of BE and monthly, quarterly, and annual roll-up of financial information provided to WDC.
- Assist in the implementation and take lead on the day-to-day input of an Accounting system for Government contracts and Commercial manufacturing and retail operations.
- Maintain the day-to-day cash operations for BE and subsidiary companies
- Assist President with preparation of annual budget for BE and subsidiary companies, as needed.
- Assist in the development of billing rates used in proposals, both Commercial and Federal
- Participate in proposal activity and review pricing responses to RFP and RFQ's
- Assist with review and implement changes to internal accounting controls as needed
- Participate in chart of accounts refinement as needed
- Assure consistent accounting practices and principles are applied at both the parent company and subsidiary level
- Maintain a documented system of accounting records, practices, and internal controls

- Process all day-to-day invoicing, cash management, cash receipt and deposits for BE and oversee the day-to-day activities of the subsidiary companies.
- Regularly perform general accounting duties including payroll, expense account reconciliation and reimbursement, accounts payable and receivable for BE and subsidiary companies.
- Manage and reconcile all general ledger accounts monthly
- Comply with DCAA regulations and Federal Practice
- Accounting-related assistance with acquisition due diligence including budgeting and market research
- Coordinate supplying all information requested by external auditors to complete the annual audit for BE and subsidiary companies
- Maintain a documented system of accounting policies and procedures

FINANCIAL/RISK MANAGEMENT

- In conjunction with the President and financial team, ensure all business enterprises under BE's management are operating in a fiscally responsible manner, adhering to all regulatory guidelines; internal controls; budgets; and policies and procedures
- Assist with development and implementation of annual business enterprise budgets
- Assist President with BE and subsidiary companies through annual audit process ensuring that financial records are documented in conformance with GAAP, GSA, and DCCA, as required
- Monitor financial and accounting standards to assure conformity with authoritative standards
- Interpret financial results, providing insight and understanding of significant trends

COMMUNICATION

- Communicate business objectives and plans within the Controllers area(s) of responsibility
- Effectively and regularly communicate with President and staff members
- Maintain comprehensive, current knowledge of applicable laws and regulations Tribal, State and Federal
- Awareness of trends and advances in governmental sectors, business areas and economic market in both the short and long term
- Support BE's values, principles, vision, mission
- Attend workshops and training sessions as appropriate

STRATEGIC PLANNING

- Assist with the development of short and long-term organizational goals and development of objectives and strategies to execute defined goals
- Work with the President (or designee) to provide the financial portion of the strategic planning framework and devise and maintain a system to track, monitor, and assess adherence to plan
- Contribute to the development of the Baker Engineering family of company's vision and mission

- Assist with policy development as it relates to finances, internal controls, capital allocation, debt, payment to the owners, etc.

LEADERSHIP

- Foster a company culture that promotes ethical practices and social responsibility; encourages individual integrity and maintains a positive and ethical work climate that is conducive to attracting, retaining, and motivating top-quality employees at all levels
- Provide leadership to oversee both BE and subsidiary company short term and long-term liquidity needs, and effectively manage the sources of liquidity such that the funds may be accessed as needed

MINIMUM QUALIFICATIONS

- Bachelor's Degree in Accounting or Finance is required
- CPA preferred
- Seven (7) Years of on-the-job experience
- Minimum of five (5) years' experience as Controller for Government Contractor providing services directly to the US Government and large prime contractors
- Deltek Costpoint and Time Collection experience preferred
- Working Knowledge of Sage or other government approved accounting software.
- QuickBooks Enterprise experience preferred.
- Experience in Cost Accounting
- Strong, specialized experience in GAAP accounting
- Experience in GSA & DCAA accounting preferred
- Experience in the commercial and Federal business sectors
- Experience in risk management
- Ability to pass an extensive background investigation, including but not limited to personal and professional financial history, nationwide criminal record search, credit check and other relevant background information deemed necessary by BE
- Ability to pass a pre-employment drug screen

PHYSICAL REQUIREMENTS

- Ability to focus on computer screens for extensive periods of time. The employee is occasionally required to stand and reach. The employee may occasionally lift and/or move up to 25 pounds

WORK ENVIRONMENT

- Normal office environment

HIRING PREFERENCE

Native American & Veteran Hiring Preferences will be applied in accordance with Baker policy

Baker Engineering is committed to hiring and retaining a diverse workforce. We are proud to be an Equal Opportunity making decisions without regard to race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class.