

The Company

Headquartered in Los Angeles, Psomas is a mid-size consulting firm with revenues in excess of \$100M. Psomas provides engineering, land surveying, environmental consulting, and construction management services to public and private sector clients in the western United States. Our extensive client base includes Federal, state and local government agencies, as well as private sector clients in the education, healthcare, residential and commercial development markets.

Psomas is an employee-owned firm with an ESOP that has approximately 600 employees in seventeen offices in California, Arizona and Utah. The company has enjoyed steady profitable growth and is well positioned for future growth - both organically and via acquisition. Additional information on the company's operations and strategic plan will be shared with qualified candidates after initial screening.

Psomas has consistently ranked in ENR Magazine's Top Firms list. Rankings for 2018 include:

- #1 California Survey Firms
- #16 California Top Firms
- #88 Construction Management For-Fee Firms
- #143 Top 500 Design Firms

The Position

Reporting to the Chief Executive Officer, the Chief Financial Officer (CFO) is a key member of the senior leadership team responsible for directing the firm's strategy and operational finance functions. Based in the Culver City office, the CFO will lead a team of accounting, finance, IT and administrative professionals across the organization. The CFO is required to spend 2-3 days per week in the Culver City location and travel to regional offices as required.

Primary Responsibilities Include:

- Develop a thorough understanding of the firm's practice areas, professional services, geographic markets, strategic plans and operational requirements.
- Partner with the CEO and senior leadership team to plan, measure and analyze financial performance of the organization.
- Collaborate with executive team and business leaders in the strategic planning process including developing and updating annual operating budgets.
- Manage the full financial organization including financial planning & analysis, tax planning, accounting, reporting, budgeting, projections and forecasting.
- Prepare monthly, quarterly and annual financial updates.
- Serve as advisor to the Audit & Finance and a member of the retirement committees
- Also provides leadership to staff and manage operations in IT, Administration, Fleet and Record Keeping departments.
- Provides financial valuations, due diligence and integration support for acquisitions.
- Manage third party relationships with bankers, accountants and vendors.
- Oversee all financial audits.
- Responsible for corporate tax planning activities and compliance efforts.
- Oversee management of stock transactions including ESOP and non-ESOP share administration, including the annual valuation process.
- Provide oversight of all leasing and indirect procurement activities.
- Support activity associated with non-core investments.
- Mentor and develop internal staff and support recruitment of outside talent to support growth.

The Person

Qualifications & Experience:

- Minimum of fifteen years relevant professional experience in accounting and/or finance. Prior experience in the A/E/C industry preferred.
- At least six years prior experience serving as CFO or senior management position in a mid-size or large organization.
- Strong knowledge and understanding of corporate accounting, GAAP and other relevant standards required.
- Must have previous experience with government contracting practices.
- Experience with FAR required, AASHTO preferred.
- Bachelor's degree or higher from a four-year university required.
- Masters and/or CPA/CFA a plus.

Characteristics:

- Uncompromising personal integrity and highest level of professional ethics.
- Strategically focused executive with strong business acumen; ability to think broadly and effectively partner with business leaders across the organization.
- Collaborative and resourceful leader with ability to develop service-oriented culture.
- Action oriented, creative and pragmatic; willingness to "roll up ones' sleeves" to get the job done.
- Excellent oral and written communication and interpersonal skills, including strong presentation and negotiation skills.
- Ability to travel to other offices to interact and develop professional relationships with staff.

Compensation and Benefits:

Salary negotiable, depending on experience. Total compensation package includes base salary, discretionary bonus and benefits including:

- Medical, dental, prescription drug and vision coverage
- Employee Stock Ownership Plan (ESOP)
- 401(k) Plan
- Flexible and alternative work schedules
- Paid time off (PTO) and paid holidays
- Flexible Spending Accounts for medical and dependent care
- Company-paid life insurance
- Company-paid short and long-term disability
- Professional development and licensing reimbursement
- Performance and career development programs

Apply at the Psomas website at www.psomas.com or directly at <https://psomas.applicantpro.com/jobs/847432.html>

Prospective candidates will be contacted for further screening and interviews.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, sexual orientation, gender identity, or any other characteristic protected by law.