

Job Title: Manufacturing Financial Analyst/Cost Accountant

Reports to: Plant Controller

Pay: Pay will be based on level and experience. Accepting applicants in the career path level I, II, or III.

Job Summary

The Manufacturing Financial Analyst is responsible for analyzing and managing cost data, financial metrics, and strategic insights related to manufacturing operations. This role involves preparing detailed financial and cost reports, monitoring manufacturing expenses, supporting budgeting and forecasting, and collaborating with various departments to drive efficiency and improve financial performance

Supervisory Responsibilities

- NA

Essential Duties

Financial Analysis and Reporting:

- Analyze financial and production data, trends, and variances to develop comprehensive reports and forecasts.
- Prepare and present monthly financial and cost analysis for management.
- Review and monitor key financial and operational metrics, including standard vs. actual costs, KPIs, and manufacturing overhead.
- Provide variance analysis with detailed explanations and actionable recommendations.

Budgeting and Forecasting:

- Support budgeting and forecasting processes, ensuring accurate cost projections and financial alignment with production goals.
- Identify variances and provide recommendations for budget adherence and improvement.

- Collaborate with finance, accounting, and operations teams to ensure accurate financial data and adherence to budgetary goals.

Cost Management and Strategic Planning:

- Conduct cost analysis and provide recommendations for cost-saving initiatives.
- Develop and maintain financial models to support strategic planning, pricing, inventory management, and new project evaluations.
- Assist in the evaluation and monitoring of cost drivers, collaborating with supply chain and procurement teams.

Compliance and Process Improvement:

- Ensure compliance with internal policies, GAAP, and relevant regulatory standards.
- Identify and recommend process improvements to enhance cost efficiency and financial productivity.

Required Skills and Abilities

- Excellent communication and collaboration skills, with the ability to work effectively across multiple departments and levels of the organization.
- Ability to present information and recommendations in a clear and concise manner.
- Ability to plan, organize and oversee multiple projects and operations.
- Analytical, problem-solving, and decision-making skills.
- Strong attention to detail with a proactive approach to identifying and solving issues.
- Ability to effectively work with ERP system, spreadsheets, word processing documents, and other applicable computer systems and software.
- A results-oriented mindset with a focus on continuous improvement.
- Proven ability to work independently or collaboratively in a team environment.

Education and Experience

- Knowledge of finance and accounting principles normally acquired by the completion of bachelor's degree in Finance, Accounting, Economics, or similar discipline.
- Minimum of three years of experience in cost accounting and financial analysis in a manufacturing environment.

- Intermediate to advanced Excell skills.
- Proficiency in Syteline, Microsoft Dynamics 365 (D365), or similar ERP systems preferred.
- Experience in delivering training programs and facilitating change management initiatives preferred.

Physical Requirements

- Ability to stand, walk, and move around for extended periods of time.
- Ability to lift, push, pull, or carry objects up to 15 lbs., such as office supplies.
- Proficiency in using hands, fingers, and arms for tasks such as typing and writing.
- Sufficient visual acuity to read documents and recognize details at close and distant ranges.
- Ability to hear and understand verbal communication.
- Flexibility to bend, stoop, and reach low or high objects.
- Ability to perform physically demanding tasks, such as lifting, pushing, pulling, or carrying heavy objects.
- Willingness to adhere to safety protocols and wear protective gear, including helmets, goggles, gloves, and safety shoes, as required by the job.

Company Culture & Values

- A Commitment to Our Purpose (COMMITTED PEOPLE) – Our mission is to serve and build up our customers, suppliers, communities, and each other, guided by the principles of our Lord Jesus Christ. The commitment to serving and building up is easily seen in those employees that exemplify this value.
- Without Our Customers We Are Nothing (CUSTOMER FIRST) – We realize that we are blessed to serve our customers and without them, our company does not exist. They rely on us for their success and that is a responsibility we cannot take lightly. Our focus must be on serving them with as seamless communication and access to products as possible.
- Kind, Humble and Positive (HUMBLE) – These positive traits do not mean being a doormat to others. But when a person is kind, humble and positive it comes through in their genuine caring for those around them.

- A Desire For “Expert” (EXPERTS) – Our people want to be seen as the experts in their specific roles. From how we convert a bag efficiently and with highest quality, to knowledge of the product portfolio, to desiring to know more about tax or human resource policy – the desire for “expert” drives us in each of our roles.
- Intentional Growth – Developing of Self and Others (PERSONAL GROWTH)– Times, tools, and customer expectations change. Our team members are interested in developing themselves and those around them. We know that a stronger team is one that makes our customers and our fellow employees happier.
- Strong Work Ethic (HARD WORKERS) – The commitment to serve those around us is honorable and we respond to this by putting our strongest effort into that purpose.
- High Expectations of Self and Others (HIGH EXPECTATIONS) – We expect ourselves, and those around us, to put in our best effort. When others struggle, we help them align towards perfection. When we struggle, we are open and humble to hear it and course-correct accordingly.
- If It Isn’t Safe, We Don’t Do It (SAFETY) – All people deserve to return home to their loved ones safely and work in an environment where they can best execute their tasks safely. When choosing between safety and profit, safety and efficiency, safety and feelings, safety, and “x” – we choose safety.

Travel Requirements

NA

Benefits:

As a family-owned and operated company, we offer a comprehensive benefits package designed to support you and your family. We offer a strong foundation of benefits, including access to medical, dental, and vision coverage, an HSA employer contribution, and a 401k with profit sharing to secure your future. To support your overall well-being and family life, we offer additional benefits beyond the core package, such as paid vacation, wellness stipends, childcare reimbursement assistance, and much more. We are committed to continuously enhancing our benefits to meet the evolving needs of our team.

This job description is intended as a general outline of the primary responsibilities of the position. It is not intended to be an exhaustive or comprehensive list of all duties, responsibilities, or activities that may be required. The employer reserves the right to modify, add, or remove any responsibilities, duties, or activities as deemed necessary with or without notice.

Volm Companies is an equal opportunity employer and is committed to providing reasonable accommodation to qualified individuals with disabilities and other protected characteristics. If you require reasonable accommodation to perform the essential functions of the job, please inform us and we will work with you to address your needs.