



## JOB DESCRIPTION

<b>Job Title:</b>	Director of Finance	<b>Reports to:</b>	Chief Executive Officer (CEO)
<b>Department:</b>	Administration	<b>Supervises:</b>	Controller, Grower Accounting, Purchasing Manager

**Purpose:** To improve people's lives.

**Vision:** To grow and deliver the highest quality fruit and create value for our customers, employees, and growers.

**Mission:** The Sage family is admired for being the industry leader. We are passionate about creating value and improving people's lives.

**Job Summary:** The Director of Finance is a critically important position in a well-established, growing company and will serve as a strategic, trusted partner to the CEO, executive leadership team, and strategic investors in all matters related to financial strategy and operations. The Director of Finance will have oversight of all accounting financial reporting, risk management, budgeting and forecasting, financial modeling and analytics, treasury, tax and business technology functions. The Director of Finance will be expected to provide leadership outside of the boundaries of a traditional finance role to influence business and operations, capable of balancing strategic initiatives with detail-oriented and efficient processes. It is vital that the Director of Finance be collaborative in developing and implementing financial strategies, partnering with all areas of the business, and owning results alongside the executive leadership team. The Director of Finance must operate with utmost integrity, must have a proven capacity to excel in an entrepreneurial environment, and be comfortable in an organization where rolling up one's sleeves is the norm. The successful candidate must be able to thrive in this dynamic environment.

**Values:** Demonstrates behaviors which contribute to the growth and achievement of Legacy's mission:

- Integrity: We do the right thing, even when no one is watching
- Respect: We practice the "Golden Rule"
- Teamwork: We work together to achieve common goals – no barriers
- Excellence: We continuously look for ways to creatively improve
- Accountability: We are personally responsible for delivering desired results
- Passion: We earnestly care about outcomes and perceptions of others

### Leadership Responsibilities:

- Lives our Purpose, Mission, Vision, and Values.
- Serve as an accountable leader and quality hiring advocate.
- Supervises team by providing coaching, performance management, and ensuring compliance with appropriate laws and practices and requests for information.
- Ensures excellent leadership is provided to employees, applicants, managers, and other community members.
- Completes performance evaluation and planning (PEP) on employees in a timely and constructive manner.
- Works with management to understand current and future needs and develops process improvement plans.



- Participates in intra-departmental and inter-departmental efforts for continuous safety, quality, and productivity improvement.
- Designs methods for continuous improvement in the delivery of services by soliciting internal and external feedback, using best practice models and organizational goals.
- Provides counsel to management team on policies and practices regarding employment issues.
- Participates in the strategic planning process and directs team to achieve the plans goals and objectives.
- Leads efforts in continuous improvement innovation.
- Prepares budgets, develops business plans, identify opportunities for improving budgets.
- Promotes and completes required training.

### **Job Duties/Responsibilities:**

- Direct the financial, risk management, accounting and controls, and business technology functions of the Company.
- Integrate legacy company accounting and financial data and processes. Design/develop/implement accurate and timely financial statements and management reports. Implement policies and procedures that will drive efficiencies. Manage consolidations.
- Evaluate cost accounting system and recommend/implement changes where needed to ensure efficiency and accuracy in accounting records.
- Perform detailed financial modeling, analysis and reporting of business operations to better understand the health of the overall business, project future performance, and provide guidance and solutions to the executive leadership.
- Provide leadership to all aspects of the treasury function, including risk management, cash management and banking relationships.
- Manage the preparation of financial outlooks and financial forecasts.
- Ensure finance and audit practices conform to company policies, generally accepted accounting principles (GAAP), and all applicable local, state and federal taxation requirements. Protect assets by establishing, monitoring, and enforcing internal controls.
- Support the leadership team's delivery of shareholder value and operational excellence with innovative ideas about expansion of the business, the challenge of major operating expenses, enhancing internal controls and acting as a champion for optimal capital investment plans.
- Operate in a collaborative manner with all stakeholders to ensure the strategy and related investments are aligned with the Company's mission, vision and strategic deliverables.
- Maintain overall responsibility for the financial operations of the Company, including revenue, general and operations accounting; financial and operational management reporting; tracking project expenditures against plan; the annual budget process; treasury and debt management; insurance; tax compliance; as well as the build-out, documentation and enforcement of key financial and operating controls.
- Oversee the business information technology platform including: ERP applications, other commercial or administrative applications or services, network infrastructure and security.
- Execute and manage the annual audit process.
- Assess organizational gaps and recommend the appropriate number and level of staff required for success. Recruit, develop and retain professional talent.
- Other duties as assigned.

### **Education & Experience:**

- Bachelor's degree in Accounting/Finance required.
- CPA Preferred.
- MBA preferred.



- Experience preparing financial reports and analysis for private equity or corporate ownership is preferred.
- ERP experience with Famous and/or similar management systems, including functional expertise in all facets of cost accounting.
- Ability to strategically align with CEO and other executives and board level stakeholders including performance measurement and formal reporting packages.
- Extensive experience with building and maintaining an effective internal controls framework.
- Ability to manage debt relationships and requirements including monitoring and periodic reporting of covenant calculations.
- Spanish language skills a plus.

#### **Pre-Employment Requirements:**

- Drug test & background check required

#### **Certificates & Licenses:**

- Driver's License

#### **Physical Requirements/Knowledge/Skills/Abilities:**

- High performance leadership: Passionate team builder that can unify legacy entity employees and deliver results against budgets and strategic plans.
- Entrepreneurial Urgency: Creative problem solver with ownership mentality and the courage to lead dynamic and complex initiatives.
- Articulate communication: Inspirational communicator with understanding of sponsor reporting requirements
- Absolute integrity: Trusted and highly ethical professional
- Humility and respect: Steward of people, land and investors resources. Our emphasis on humility and respect strengthens our community
- Comprehension
  - Ability to understand, remember, and apply oral and/or written instructions or other information in English.
- Reasoning and Decision Making
  - Ability to work under limited supervision while exercising independent judgment and discretion
  - Ability to analyze situations, interpret data and make decisions that have moderate impact on immediate work unit.
  - Ability to analyze problems and utilize appropriate resources to solve them.
- Organization
  - Ability to organize and prioritize job duties in an effective and timely manner, set priorities and meet critical deadlines.
  - Ability to complete tasks and work with frequent interruptions
- Communication
  - Ability to communicate clearly and effectively with individuals.
  - Ability to speak publicly with strong motivational skills.
- Physical requirements for this position include: hearing, seeing, speaking, feeling, reaching, pinching, and repetitive motions.
  - This position requires sitting and standing for long periods of time. Walking is required routinely.
  - This position requires exerting up to 30 pounds of force in order to lift, carry, pull, or move objects.



*"Legacy Fruit provides reasonable accommodations to assist qualified individuals to perform the essential duties/requirements their job requires. The description is intended to provide only basic guidelines for meeting job requirements and serves as merely a summary rather than a complete listing of duties. Responsibilities, knowledge, skills, abilities, and working conditions may change as needs evolve. This job description does not constitute a contract as employment is at will."*

<b>Employee Signature:</b>  <b>Print Name:</b>	<b>Date:</b>
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