

FINANCE MANAGER / PLANT CONTROLLER

Summary

Ten years experience with high-volume manufacturers, demonstrating leadership and strong project management execution skills. Instrumental in reducing labor and overhead \$2.5 million and contributing to operational goals and business profit. Strengths include financial reporting, forecasting, budgeting process and internal control.

Highlights

- A highly motivated and educated, goal and success orientated individual with over ten years of professional work experience within the US and China, of which eight years are with Reckitt Benckiser (Fortune #160) and Regal Beloit (Fortune #713)
- Profound knowledge of management accounting, cost, inventory accounting, and familiarity with General Accepted Accounting Principles (GAAP)
- Strong organizational, analytical and interpersonal skills with keen attention to detail and
- Played a key role in the core management team and expanded roles supporting IT and supply chain functions
- Strategic and financial planning expert
- Business performance improvement
- Knowledge of GAAP guidelines and SOX Compliance
- Certified Public Accountant (CPA)
- Oracle / JDE /Global Shop
- Proficient in Microsoft Office
- Thrives under pressure
- Solution-oriented
- Staff leadership and development
- Goal Focusing/motivation
- Flexibility and adaptability: Adapt to the changes

Accomplishments

Cost Reduction

- Established and coordinated a robust plan for the control of operations including period financial results and variance analysis, expense budgets, cost standards, together with necessary controls and procedures to effectuate the plan both short and long term, drove \$2.5M annual savings on both labor and variable overhead.

Gross Margin Improvement

- Improved margin accuracy, and drove gross margin 3.6% year-over-year increase
- Provided accurate variance analysis to sourcing team, operation teams for variance and spending control
- Analyzed gross margin by customer, gave valuable feedback to sales team for strategic planning and margin improvement

Inventory Control

- Lead annual physical inventory, identified discrepancies, decreased finished goods inventory cycle count by over 50%.
- Coordinate with material team with inventory control and assisted the plant reaching lower days inventory outstanding (DIO)

Team Contributions

- Expanded roles and provided support in IT, supply chain functions
- Work under pressure with limited resource and time
- Provided valuable insight and support important decisions to senior managers
- Leadership: truly respected the peer, provided guidance to achieve the goals and stepped in where they needed support.

Experience

Finance Manager / Plant Controller Nov 2013 to Current

Company Name 1/4 City , State

- Replaced prior CFO prior to Regal acquisition. Led key initiatives and re-established the credibility of finance team, and played a key role in the management team.
- Improved margin accuracy, and drove gross margin 3.6% year-over-year increase (COGS reduction);
- Led obsolete inventory review and drove significant reduction; also assisted sourcing team improved DIO reduction

- Provided reliable and timely project by project expense, capitalization, amortization and spending data for all departments.
- Prepared monthly and quarterly forecast, as well as annual operations planning, including top line sales, capital expenditure, variable cost projects (4-6% year over year reduction), SG&A and business three year long range planning.
- Improved finance closing process and shortened closing duration by 1-2 days and closed 7 gaps and added 5 control procedures to ensure monthly financial reporting accuracy
- Provided accurate and timely reports to mechanical finance group
- Expanded roles and provided support in IT, supply chain functions

Plant Controller Jan 2011 to Dec 2013

Company Name 1/4 City , State

- Manage financial and accounting functions for the manufacturing plant generating annual external sales \$65M and internal sales \$35M. Accountability extends to financial reporting, products profit and operating expense analysis, capital project planning, and inventory control.
- Established and coordinated a robust plan for the control of operations including period financial results and variance analysis and explanations, expense budgets, cost standards, together with necessary controls and procedures to effectuate the plan both short and long term.
- Prepared monthly financial reviews and submitted financial reports, on a timely and accurate basis.
- Strived continually to improve financial reporting, forecasting and budgeting process, and standardized work. Lead HVAC operation finance team to create standard operating procedures (SOP) and job instruction breakdown (JIBs) on annual budgeting process.
- Continuous improvement and the pursuit of "work faster and smarter" are some of the core values to Springfield finance team.

Selected Contributions: ^ ^

- Communicated the opportunities and threats from forecast and assisted the management team making decision and taking actions, so the plant achieve \$7.8 M operating margin, 3% higher than annual operating plan. ^
- Analyzed and supported the plant manager to execute one shift platform in the plant, which drove \$2.5M annual savings.
- Lead annual physical inventory, identified discrepancies, decreased finished goods inventory cycle count by over 50%.
- Ensure the internal control at the plant level is operating effectively and accounting department is in compliance with corporate initiatives and accounting standards (US GAAP). ^
- Worked with engineering manager on variable cost productivity projects and led financial analysis to achieve \$2.8M savings vs OP plan \$2.1M.

Senior Financial Analyst Jan 2007 to Jan 2011

Company Name 1/4 City , State

- Tracked and provided business leaders North America inventory reports of all plants and logistics centers
- Assisted the plant controller with \$100M operational budget planning, including labor, variable overhead and fixed overhead. Lead cost allocation project for annual standard cost roll up.
- Ensured implementation of company cycle count policy - monthly meetings with operations on adjustments, audits of counts on a quarterly basis, monthly tracking and validation of count program, and quarterly audit of finished goods inventory.
- Selected Contributions: ^ Closed, maintained and reconciled the plant general ledger ^ Analyzed variances on the monthly basis and tracked variances against forecast and reported deviations and gaps to the management team ^ Coordinated with engineering manger to conduct fixed assets audit and accelerated calculation. ^ Conducted post audit review on capital spending projects. ^ Oversaw the monthly closing process and report the plant performance and identified possible cost saving opportunities

Marketing Manager Jan 1998 to Jan 2000

Company Name 1/4 City

- Shanghai, China
- Attained sales of 1.3 million US dollars in year 1999 and helped company establishing and growing profitable business
- Developed strategic marketing planning, created new markets and expanded customers base
- Led the projects from initiating relationship with customer, developed the project with IT team through the end of project completion.

Education

Master of Accountancy , Accountancy 2011 Missouri State University Certified Public Accountant Green Belt Trained in Lean Six Sigma (2011)

Master of Accountancy - Missouri State University

B.S. , Accounting Missouri State University B.S., Accounting - Missouri State University

International Finance and Accounting, Business Amsterdam Business School International Finance and Accounting Studies - Amsterdam Business School, Holland

B.S. , English Shanghai International Studies University 1/4 City , CN B.S., English - Shanghai International Studies University, Shanghai, China

Certifications

Certified Public Accountant

Skills

- Budgeting, Forecasting, Financial Analysis, Financial Reporting,
- Cost Accounting, Variance Analysis, Cost Reduction, Standard and Actual Costing, GAAP, Hyperion
- Continuous Improvement, Inventory Control, Six Sigma trained

- Certified Public Accountant
- Results-Oriented Mindset, work under pressure, accountability, adaptability, team player, energized and motivated, excellent interpersonal and communication skills.