

**Chief Financial Officer**

Mapes Industries

Lincoln, Nebraska

salary to be negotiated

**CFA Society Nebraska member:**

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**Link to apply:**

[https://recruitingbypaycor.com/career/JobIntroduction.action?clientId=8a7883d08c7f5f9a018cee639bf85f5a&id=8a7887a19cd56543019cde0e303e7137&source=&code=&fromAggregate=false&qToken=&applicant\\_guid=](https://recruitingbypaycor.com/career/JobIntroduction.action?clientId=8a7883d08c7f5f9a018cee639bf85f5a&id=8a7887a19cd56543019cde0e303e7137&source=&code=&fromAggregate=false&qToken=&applicant_guid=)

We are seeking a strategic, hands-on Chief Financial Officer (CFO) to lead our financial operations and oversee the financial management of our affiliated family office. This executive will serve as a key advisor to ownership and senior leadership, providing financial stewardship, strategic insight, and operational discipline across both the operating business and multi-generational family investment structures.

The ideal candidate combines strong manufacturing finance experience with deep expertise in tax strategy, estate planning coordination, generational wealth transfer, and complex ownership arrangements.

**Key Responsibilities****1. Strategic Financial Leadership**

- Serve as a core member of the executive leadership team, contributing to strategic planning and long-term growth initiatives
- Lead financial planning & analysis (FP&A), budgeting, forecasting, and KPI development

- Oversee cost accounting, inventory valuation, margin analysis, and capital expenditure planning
- Manage banking relationships, credit facilities, and capital structure
- Provide financial modeling for expansion, acquisitions, and capital investments
- Administer payroll, self-funded health plan, 401K, and employee profit sharing
- Present financial reporting and strategic recommendations to ownership and board

## **2. Accounting & Systems**

- Oversee all accounting operations including general ledger, AR/AP, payroll, fixed assets, and monthly close
- Lead selection and full implementation of new General Ledger (GL) / ERP software, including:
  - Implementation oversight and internal controls design
  - Data migration and reporting structure redesign
  - Team training and adoption
- Transition from legacy systems, strengthen internal controls, set financial policies
- Ensure GAAP compliance

## **3. Tax & Compliance (Business + Family Office)**

- Oversee and/or directly manage tax preparation for:
  - Operating entities
  - Investment entities
  - All individual partners/family members
- Coordinate with external tax advisors on complex tax strategies
- Lead proactive tax planning strategies across multiple entities
- Monitor multi-state and federal compliance obligations

## **4. Family Office Financial Oversight**

- Maintain complete financial recordkeeping for all family investments, including:
  - Real estate holdings

- Private equity and venture investments
- Marketable securities
- Alternative investments
- Consolidate reporting across entities and trusts
- Oversee cash management and liquidity planning across family entities
- Coordinate with outside advisors (legal, tax, estate planning, investment managers)
- Develop transparent reporting for multi-generational stakeholders

## **5. Generational Wealth & Ownership Planning**

- Support and coordinate generational wealth transfer strategies
- Work closely with estate planning attorneys and tax advisors
- Provide financial modeling and implementation support for:
  - Trust structures
  - Gifting strategies
  - Family limited partnerships
  - Succession planning initiatives
- Structure and oversee buy/sell agreements among partners
- Advise ownership on liquidity planning and long-term capital preservation

## **Qualifications**

- CPA or equivalent experience; MBA or advanced financial credential preferred
- 10+ years of progressive financial leadership experience
- Prior CFO or senior finance leadership experience in a manufacturing environment strongly preferred
- Demonstrated experience with:
  - New GL/ERP system implementation
  - Tax preparation for multiple entities and high-net-worth individuals

- Family office or closely held business structures
- Estate planning coordination
- Generational wealth transfer strategies
- ESOP administration
- Buy/sell agreements and ownership restructuring
- Strong understanding of cost accounting and inventory management
- Exceptional discretion, integrity, and judgment

### **Core Competencies**

- Strategic financial leadership
- Systems implementation & process improvement
- Multi-entity tax strategy
- Investment oversight & reporting
- Succession and estate planning coordination
- Complex ownership structuring
- Executive communication & board presentation
- High emotional intelligence and confidentiality

### **Reporting Structure**

- Reports directly to CEO/Ownership
- Oversees accounting Team
- Works closely with external legal, tax, and investment advisors