



**Company:** Pearson Candy Company (Pearson's)  
**Position:** Chief Financial Officer  
**Reports To:** Chief Executive Officer  
**Location:** St. Paul, MN

### **Pearson's Company Overview**

Our purpose is simple. It's to make tomorrow a little better than today - for our customers, for our team and for our community. We do this by dedicating ourselves to our mission of making everyday moments a little sweeter. Pearson's has been delighting people of all ages with delicious confections for generations. Our team effort to deliver quality, accessible, innovative and tasty confections will ensure Pearson's treats are available for generations to come.

Pearson's was founded by Edward Pearson in 1909 and is currently located in St. Paul, MN. Our iconic brands include Pearson's Salted Nut Roll, Mint Patties, Nut Goodie and Bun. While we have a strong Midwest regional presence, our brands reach across the country and into Canada. We also do select co-manufacturing for private label food brands. For more about Pearson's go to <https://pearsonscandy.com/>

### **Position Overview:**

The Chief Financial Officer (CFO) will report to Dan Lagermeier, Pearson's Chief Executive Officer (CEO). This person will be directly responsible for accounting, finance and information technology. This includes the financial reporting, decision support, management reporting, treasury, budgeting, forecasting, tax, accounting, information technology, legal and insurance activities. The CFO will manage relationships with the lenders and outside auditors and present financial projections and performance the Board of Directors, CEO and the company's leadership team. The CFO will ensure Company assets are being used effectively to support our purpose and mission while growing profitably.

### **Key Responsibilities:**

- Serve as a leader within the Company and work with the leadership team to drive results while continuing to strengthen Pearson's culture.
- Build trust and credibility with management, banks, auditors, owners and Board of Directors
- Participate in the strategic planning efforts of the Company and in the development and implementation of all strategic initiatives to achieve operational and performance goals
- Coordinate and prepare annual budgets and periodic forecasts while improving the related processes and systems
- Prepare and present financial performance to the CEO, Board of Directors, lenders and auditors

- Supervise and participate in the consolidation and preparation of monthly financial reports
- Select and administer all insurance policies to address liability and casualty risks and partner with employee relations on benefit plans
- Understand and support the Company's commitment to food quality and safety
- Oversee the Company's information technology assets and resources to ensure that appropriate data and information is provided for internal users in a timely manner
- Partner with employee relations for payroll processing
- Support the effective use of data and analytics
- Manage relationships with lenders and auditors
- Support contract review and approval of large customer and supplier engagements

#### **Candidate Profile:**

We are looking for a dynamic, self-motivated and transformational leader to provide strategic direction for the accounting and finance team while collaborating to drive continuous improvement across the Company.

#### **Base Qualifications:**

- Undergraduate degree in accounting or finance
- 10+ years of experience in a manufacturing environment with meaningful experience as a Controller and/or VP of Finance
- Collaborative leader with a proven track record in driving results by influencing others
- Strong oral and written communication skills

The following will differentiate top candidates:

- Active or in-active CPA designation
- Meaningful experience in production of consumer packaged goods and cost accounting
- Adept at managing change and using creative alternatives to solve problems
- Desire to work in hands on situations
- Meaningful experience with Microsoft NAV or Business Central
- Proven ability to lead, coach and develop people
- Strong business acumen
- Keen interest and proven track record in improving manufacturing costs and driving process and systems improvements

Interested candidates should reply to Bernice Mansheim - [bmansheim@pearsonscandy.com](mailto:bmansheim@pearsonscandy.com)