

Director of Finance

The Opportunity

This position is responsible for providing extensive planning and analysis for Great Clips, Inc. through the development and implementation of financial tools, models, research, analysis, written programs, and other information that will address issues relative to salon operations and business planning. This position is also responsible for various financial matters with respect to Treasury, Tax and accounting matters.

Your Mission

- Directs the development and communication of short- and long-term strategic plans in the FP&A, Treasury and Tax areas, in accordance with senior leadership's overall direction. Help define and plan goals, objectives and programs that will achieve organizational growth, profitability and compliance. Directs the annual corporate budgeting process and provides annual budgeting tools through conclusion of each year budgeting cycle.
- Leads financial analysis and financial decision support to management for a wide variety of analytical and operational business decisions for all areas of the company including but not limited to supporting analytics, historical and projected business results.
- Provides support for Franchisee individual and organizational analysis and the collection, standardization, analyzing and communication of salon business and profitability information within the Great Clips system.
- Oversees cash flow management and other Treasury support activities to ensure accurate cash records, decisions on collection workout situations, potential defaults, and collection actions. Assists with bank debt restructuring, key backup for banking and lender relationships. Assists with Insurance and overall company risk management. Oversees and/or provides back up for the salon payment vendors, specifically related to credit card processing, giftcard/Greatcard.processing, tip card processing, and PCI compliance.
- Provides direction and support over the tax preparation process. Ensure that all tax-related issues are handled in a timely and accurate manner. Assist in developing new tax strategies or policies for the Great Clips system.
- Supervises the Treasury Manager, Finance Manager, and Tax Manager.
- Ability to listen, earn trust, and accept direct feedback from franchisees while building strong, positive relationships.

Your Expertise

4-year degree in accounting or finance and 4-6 years of experience in finance, accounting, or tax; or a combination of education and experience providing equivalent knowledge. An MBA is desired. To land this job you will need to show your proven ability to:

- Develop and modify business and financial models for all aspects of operations, including business planning, salon operations, financial analysis, benchmarking, etc.
- Knowledge of various types of accounts and accounting entries; ability to understand, verify and balance debit and credit entries, review, interpret and project income statements and balance sheets, review variance reports and research problems, understand basic tax concepts and strategies.
- Knowledge of and skill in using computers and related software for spreadsheet, database and data analysis; ability to develop and model financial information using Excel; skill to perform financial equations of advanced difficulty such as ratios in accounting applications, NPV, IRR, ROI, etc.
- Analyze financial and customer data and trends and develop recommendations for changes in programs/processes.
- Possesses strong verbal and written presentation skills to communicate information in a well-organized, planned manner that is clear and understandable.
- Lead projects or initiatives and work collaboratively with a group of individuals organized for a particular purpose to make the work of the group successful and effective.

Your Work Environment

Our corporate headquarters are in Bloomington, MN, and our approach to the work environment focuses on the balance between teamwork and flexibility which means you will have the ability to work in a hybrid model. As a director, this includes a minimum of two days per week being located in the corporate office. Our office has lots of natural light, hydraulic desks for standing or sitting and many other amenities, so we are sure you will enjoy your office time as much as working remotely.

This is a Home Office position in which you will work a standard 40 hours a week schedule where you may sit and look at a computer screen for extended periods. Additional hours may be required during month and year end close, and other occasional busy periods throughout the year. There may be opportunity to travel a few times each year to meetings and conferences.

Key Competencies

Getting Results

- Ability to drive for results, focus on the customer and build realistic plans.

Using a Thoughtful Approach

- Having the ability to think strategically, demonstrate agility, think creatively, apply financial acumen and promote teamwork.

Working with People

- Excited to build partnerships, model ethical performance, communicate with impact and influence others.

Managing People

- Attract, develop, manage and retain top talent through mentoring, training, feedback and coaching to a manager's direct, indirect and cross-functional teams.

What We Offer

We offer a competitive salary, health benefits, wellness programs, a company-matching 401K and tuition assistance but some perks that set us apart are:

A focus on your development. We want to know what your dreams and aspirations are and hope to find ways of Great Clips helping you along in your journey. Your personalized development plan will create a path for your growth and promotion potential.

A GREAT culture. One of the most frequent compliments you will hear about Great Clips from employees, franchisees and business partners alike is that Great Clips has a GREAT culture. Our belief is that we are strongest together and therefore find it important to have an inclusive, diverse work culture. Though we embrace our differences, we all share in our 6 core values; we are kind, we listen and earn trust, we keep it simple, we focus on execution, we exceed expectations and WE MAKE IT FUN.

A spirit of ideas and innovation. Here at Great Clips, we have a competitive lead within our industry. Though we hold a strong position, we never stop pushing ourselves forward and continue to look for new ways of delivering a powerful and enduring brand.

About Great Clips

With more than 4,100 franchised salons throughout the United States and Canada, Great Clips is the world's largest haircutting salon brand. Our salon owners and corporate staff are dedicated to our salon communities with a focus on philanthropy and volunteer activities.

Thank you for considering this opportunity with our premier client, Great Clips Inc. If you have any questions about Great Clips, this particular opportunity, or Cultura Solutions, please reach out to Brian Peterson (Managing Partner) at bpeterson@cultura-solutions.com, or Matt Jensen (Director of Executive Search) at mjensen@cultura-solutions.com.

