Rubix FOODS

Plant Controller

About the Role

The Plant Controller will report to the Controller and assist Finance leadership in managing the accounting and financial operations of a food manufacturing plant. This role is responsible for ensuring accurate and timely financial reporting, strong financial controls, and effective accounting processes across Cost Accounting, Fixed Assets, Procure-to-Pay (P2P), Order-to-Cash (O2C), and Record-to-Report (R2R).

The ideal candidate will have hands-on experience in a food or manufacturing environment, strong knowledge of inventory and product costing, and the ability to partner effectively with Operations, Supply Chain, Procurement, Sales, and Corporate Finance.

Key Responsibilities

Cost Accounting & Manufacturing Finance

- Manage and oversee standard costing, product costing, and manufacturing cost accounting.
- Analyze material, labor, overhead, and manufacturing variances and communicate key drivers to Operations and Finance leadership.
- Support annual standard cost updates, budgets, forecasts, and financial planning.
- Oversee inventory accounting, including raw materials, work-in-process, and finished goods.
- Monitor inventory valuation, reserves, obsolescence, cycle counts, and physical inventory processes.
- Partner with Plant Operations and Supply Chain to identify cost savings and operational efficiencies.
- Develop and maintain meaningful manufacturing KPIs and financial metrics.

Fixed Asset Management

- Manage fixed asset accounting, including capital expenditures, additions, transfers, disposals, and depreciation.
- Ensure capital projects are properly authorized, recorded, and placed in service.
- Maintain accurate fixed asset records and support periodic physical verification.
- Partner with Operations and Engineering on capital planning and project accounting.

Procure-to-Pay (P2P)

- Assist purchasing, receiving, accounts payable, and vendor reconciliations.
- Ensure appropriate three-way matching of purchase orders, receipts, and invoices.
- Partner with Procurement and Supply Chain to improve purchasing and payment processes.
- Support the maintenance of controls over vendor setup, approvals, and payments.

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Order-to-Cash (O2C)

- Assist with customer billing, cash application, accounts receivable, collections, deductions, and credits.
- Monitor customer aging and work with Sales and Customer Service to resolve account issues.
- Support credit management and customer risk assessment.
- Ensure accurate and timely revenue recognition.

Record-to-Report (R2R)

- Manage and review monthly, quarterly, and year-end close activities.
- Prepare and review journal entries, account reconciliations, accruals, and financial schedules.
- Ensure accurate reporting in accordance with U.S. GAAP and company accounting policies.
- Analyze balance sheet and income statement accounts and investigate significant variances.
- Support monthly financial reporting and management analysis.

Internal Controls & Compliance

- Assist with the maintenance of accounting policies, procedures, and internal controls.
- Support internal and external audits.
- Identify opportunities for process improvement, automation, and enhanced financial reporting.

Business Partnership

- Serve as a key finance partner to Plant Operations, Supply Chain, Procurement, Sales, and Corporate Finance.
- Translate financial results into actionable business insights.
- Provide analysis supporting productivity, pricing, inventory, labor, manufacturing efficiency, and capital investment decisions.

Key Attributes

- Strong technical accounting and analytical skills
- Manufacturing and cost accounting expertise
- Inventory and operational finance
- Process improvement and internal controls
- ERP systems expertise
- Strong attention to detail and financial discipline
- Ability to analyze data and identify business drivers
- Effective communication and cross-functional partnership
- Hands-on, proactive approach to problem solving
- Ability to operate effectively in a fast-paced manufacturing environment

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Qualifications

- **Location:** Aurora, CO
- Bachelor's degree in Accounting, Finance, or related field. CPA License preferred.
- 5+ years of progressive accounting/finance experience, preferably in food, CPG, or manufacturing.
- Strong experience in cost accounting and manufacturing accounting.
- Demonstrated experience with P2P, O2C, and R2R processes.
- Experience with fixed asset management and capital expenditures.
- Strong understanding of inventory accounting, standard costing, and manufacturing variances.
- Working knowledge of U.S. GAAP and internal controls.
- Experience with ERP systems and financial reporting tools.
- Advanced Excel skills.
- Experience implementing, upgrading, or optimizing ERP/accounting systems is preferred.
- Experience with Power BI or similar business intelligence/analytics platforms is a plus.
- Experience with Microsoft Dynamics GP (Great Plains) and/or Wherefour is a strong plus

About Rubix Foods

Rubix Foods is a full-service product development house with end- to-end manufacturing capabilities. We blend culinary creativity, food science, and consumer intelligence to fuel innovation for the industry's most exciting, high-momentum brands. From concept to commercialization, we streamline and accelerate the entire product development journey – delivering white-glove service, disciplined execution, and consistent results that raise the bar every time.

Our Vision: To be the food industry's first call – known for our speed, trusted for our quality, and chosen for our reliability.

Our Mission: To solve the food industry's toughest problems – creatively, collaboratively, and with unrivaled speed and execution.

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