

This recruitment is managed by



O P P O R T U N I T Y C A R E E R

Chief Financial Officer

Greater Chicago Area, Illinois

Annual Salary: **\$225,000–\$300,000***

*Annual bonus opportunity of 20 to 35% of base salary, tied to organization and individual performance goals.

THE ORGANIZATION (CONFIDENTIAL) IS ENTERING A TRANSFORMATIONAL PERIOD OF GROWTH and is seeking a strategic, hands-on Chief Financial Officer (CFO) to help scale the business for its next chapter. With a rapidly evolving technology platform, expanding operational capacity, and significant growth opportunities ahead, the organization is poised for continued expansion. Reporting directly to the Chief Operating Officer, the CFO will serve as a key member of the executive leadership team, helping to strengthen financial strategy, improve forecasting and business intelligence, modernize systems and processes, and build the financial, operational, and talent infrastructure needed to support long-term growth. The ideal candidate brings demonstrated CFO-level leadership in a privately held, middle-market business with \$30M–\$150M in revenue, hands-on experience in a manufacturing or production-intensive environment, strong financial planning and analysis and business planning capabilities, experience partnering with or taking ownership of the Human Resources function, and the executive presence, business judgment, and leadership skills necessary to influence strategy, drive execution, and deliver results. **Bring insight, drive action, and help propel the organization forward; apply today!**



About the Organization

THE ORGANIZATION is a leading provider of secure communications solutions, helping businesses in highly regulated industries deliver critical messages through both physical and digital channels. Serving clients across healthcare, financial services, insurance, and education, the organization combines advanced technology, workflow automation, compliance expertise, and production capabilities to ensure sensitive communications are delivered accurately, securely, and at scale. The organization's strong compliance posture is reflected in its HITRUST, SOC 2 Type II, and PCI certifications, as well as its proprietary framework.

The organization is privately held, achieving double digit annual growth each year since launching in 2019. Having evolved from a traditional print and mail provider into a technology-enabled communications platform, the organization is experiencing a rapidly expanding client pipeline, new service capabilities, and making strategic investments in technology, talent, and operational capacity.

The organization is still actively building and evolving, bringing energy and urgency to everything it does. The culture is entrepreneurial, fast-moving, and intensely client-focused, with a philosophy that puts the customer first and views every internal role as enabling those closest to the client to do their best work. Leaders and managers are highly accessible, hands-on, and personally known by the customers they serve.

The organization is deeply committed to honoring customer commitments, maintaining a zero-defects quality mindset, and surfacing issues early, when there is still time to solve them. Collaboration is a core strength. Team members often wear multiple hats, and success is shared. Many rising managers have grown within the organization, which actively recruits and develops early-career talent through leadership development roles designed to build long-term careers. If you thrive in an environment where innovation is expected, the org chart is flat by design, and servant leadership is practiced rather than merely discussed, this role and organization may be the right next chapter.



The Job

THE CHIEF FINANCIAL OFFICER (CFO) oversees Finance, Accounting, Financial Planning and Analysis, and Human Resources, serving as a key advisor to executive leadership on financial performance, operational efficiency, workforce planning, and long-term business strategy. The CFO will strengthen forecasting and reporting capabilities, improve visibility into customer and job profitability, support banking and capital planning, provide oversight of risk and compliance initiatives, and help ensure the organization has the systems, processes, and talent necessary to This role also leads strategic growth and long-term business planning, supports strategic transactions, and M&A, and translates financial and operational data into actionable insights that drive informed decisions.



STRATEGIC PRIORITIES+ SPECIAL PROJECTS

FINANCIAL INFRASTRUCTURE & REPORTING MODERNIZATION.

Build scalable processes, reporting tools, and decision-support capabilities that give leadership timely, actionable business insight.

ERP EVALUATION & IMPLEMENTATION.

Lead the selection and implementation of a modern ERP platform to improve data integrity, efficiency, and cross-functional visibility.

FORECASTING & BUSINESS PLANNING. Develop stronger forecasting, financial modeling, and scenario-planning tools to guide investment decisions, capacity planning, and acquisitions.

HUMAN RESOURCES LEADERSHIP.

Own the HR function alongside finance, including workforce planning, improved talent acquisition, succession planning, leadership development, and stronger employee programs.

BANKING & CAPITAL STRATEGY.

Lead banking and lender relationships, credit facilities, and strategic transaction activity.

ORGANIZATIONAL SCALABILITY.

Assess talent, team structure, and operating capabilities to build the infrastructure needed for long-term sustainability.

The Ideal Candidate

THE IDEAL CANDIDATE IS A seasoned finance leader who thrives in a growing, entrepreneurial organization and enjoys operating at both the strategic and tactical levels. They bring strong financial acumen, sound business judgment, accounting knowledge, and the ability to translate complex information into practical recommendations. Experience leading finance functions in a middle-market environment is essential, along with a track record of navigating change, developing talent, and improving organizational performance. The successful candidate thrives in fast-moving, founder-led environments, combining executive presence with a collaborative, hands-on leadership style, and taking an active role in understanding the organization's financial and operational functions. They build strong relationships with ownership and department leaders, communicate clearly, and help turn challenges and opportunities into actionable plans. This is an opportunity for a leader who enjoys rolling up their sleeves, influencing strategy, and making a visible impact on the organization's direction and success.



The ideal candidate will demonstrate the following core competencies:

Composure: Remains steady, solutions-oriented, and effective in a fast-paced environment while navigating growth, change, and competing priorities.

Communication: Communicates with confidence, clarity, and credibility, building trust with ownership, leadership, staff, and external partners.

Accountability: Sets high standards, follows through on commitments, and takes ownership of results while fostering a culture of responsibility and performance.

Change Management: Leads organizational change with a practical, collaborative approach that builds buy-in, strengthens adoption, and delivers lasting improvements.



QUALIFICATIONS

Education: Bachelor's degree in Finance, Accounting, Business, or related field required; MBA strongly preferred.

Experience:

- 8–12+ years of progressive finance leadership experience, with meaningful time at the CFO, VP Finance, or Controller level including CFO experience in a privately held company with \$30M–\$150M in revenue.
- Demonstrated experience strengthening financial controls, reporting, operational processes, and organizational infrastructure to support due diligence, transaction preparedness, and enterprise valuation. Must have served as the finance lead through at least one strategic exit.
- Experience in a manufacturing or production-intensive operating environment, with a strong understanding of inventory management, work in process (WIP), equipment economics, throughput, and operational efficiency.
- Overseeing or implementing a financial systems upgrade.
- Demonstrated track record of successfully scaling finance operations through a company growth phase—from building process and systems infrastructure to adding financial staff and capabilities.
- Strong financial modeling and financial planning and analysis skills, including scenario analysis, multi-year forecasting, and business case development.
- Hands-on experience owning or managing a Human Resources function, or a strong track record of partnership with HR leadership.
- Proven ability to own and lead banking relationships, credit facilities, lender reporting requirements and M&A activity at the CFO level.

DESIRED

- Background in printing, direct mail, regulated communications, technology services, or similarly compliance-intensive industries
- Merger and Acquisitions experience—due diligence, integration, or post-merger financial management
- Certified Public Accountant (CPA)
- Familiarity with HITRUST, SOC 2, PCI, or other compliance/security financial environments
- Experience in fast-moving, founder-led entrepreneurial environments, with strong executive presence and a hands-on leadership style

Salary+Benefits

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PLUS an attractive benefits package that includes:

- Retirement
- Medical, Dental, & Vision
- Holidays
- Vacation

HOW *to* APPLY

For first consideration, **APPLY NOW** at:

WBCP JOB BOARD



INTERVIEW PROCESS

Interviews will be conducted on an ongoing basis as ideal candidates are identified.

QUESTIONS?

Please contact your recruiter, **Wendi Brown** with any questions:

866.929.9227 toll-free | **541.664.0376** direct
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