

XP Power is a designer and manufacturer of electronic power conversion products which it supplies to the electronics industry. It serves the Industrial, Healthcare, Semiconductor Equipment Manufacturing and Technology markets. It has sales and marketing operations in North America, Europe and Asia and manufacturing in China, Vietnam and North America. The Company is listed on the London Stock Exchange.

The Company has a history of consistently growing revenues (18% CAGR over the last 4 years) and profits (16% CAGR over the last 4 years) and is highly cash generative. Revenues in 2019 were in excess of US\$250 million. The company has ambitious growth plans to enter the FTSE250 within the next 3 years. XP Power has been consistently profitable and cash generative.

Current situation

Over the last 10 years XP Power has transformed its business from that of a distributor to a designer and then manufacturer of its own product. The Company has also expanded its addressable market through acquisitions of businesses that allow it to access the profitable areas of high voltage and radio frequency power. This strategy has enabled the Company to penetrate a significant number of blue-chip customers in its target market sectors and has resulted in a significant increase in earnings. With this expansion the business has become progressively more complex and many new exciting roles with good career development opportunities are being recruited.

The opportunity

We are looking for self-motivated professionals who thrive in fast paced dynamic environments to join our team. We are proud of and committed to our culture that values Customer Focus, Flexibility, Knowledge, Speed, and Integrity. Joining our team means you will work in a high performing global company where employees collaborate and strive for excellence and can make a difference.

Job Title: RF Financial Controller

Reports to: Sr. VP RF & HV Power & Group Finance Director

Location: Gloucester, MA

Employment Type: Full time, Exempt

Position Summary:

The RF Financial Controller (RFFC) is key role in the RF management team advising on all finance matters within the Gloucester site and overseeing the Financial Controller for the HV Power site based in New Jersey. The role will report within the XP Power matrix to Senior Vice President for RF and HV Power based in the USA and the Group Finance Director based in the UK.

Responsibilities will include:

- All accounting operations for the RF Power Business Unit including financial reporting, forecasting and budgeting for the RF Business and HV business.
- Be the financial business partner for the Sr. VP RF & HV Power
- Ensuring effective internal controls are in place.
- Direct supervision of the Accounting Specialist and all accounting functions.
- Implementing procedures to identify, resolve and document accounting issues in addition to creating procedures to make the close and reporting processes more efficient and accurate.

- Have full responsibility for accounts payable, accounts receivable, fixed assets, and payroll.
- Manage all general accounting functions which include month-end process, prepare and book journal entries and account reconciliation.
- Oversee tax-related matters to ensure timely compliance; complies with federal, state, and local legal reporting requirements and tax filing; file financial reports; advise management on needed actions.
- Direct activities related to efficient cash collection and vendor payments and overall cash management, cash forecasting and rolling statement of cashflow.
- Manage payroll function, calculate commissions, process payroll and benefits.
- Ensure that sales are processed, and accounts receivable are collected promptly.
- Manage the production of the annual budget and quarterly forecasts.
- Proactive internal reporting - Identify potential issues/opportunities and recommend solutions
- Primary contact for External auditors. Oversee all audits/reviews – financial, tax, bank, etc.
- Implement, document and maintain a system of internal controls.
- Develop strong internal relationships with Group Finance and with key commercial stakeholders across the company and wider group and ensure adherence to the Group reporting requirements
- Supervise accounting/finance staff, including hiring, training and development.
- Participate in future SAP S4 Hana implementation.
- Other duties and special projects may be assigned as required.

Key Qualifications and Skills:

- Bachelor's degree required (in accounting, finance, management or a related field).
- Experience creating and analyzing financial statements (income statement, balance sheet, cash flows).
- 10+ years' relevant experience overseeing the accounting/finance function and supervising a team.
- Proficient in Excel, MS Office, ERP and other accounting system applications required with SAP desired.
- Excellent interpersonal skills and great teamwork attitude.
- Knowledge of GAAP/IFRS.
- CPA license a plus.
- Experience in a manufacturing environment highly desired.
- High attention to detail and accuracy.

Benefits:

In addition to competitive salary, XP Power offers a comprehensive benefits package, which includes company sponsored health insurance coverage, and a 401K plan. Non-financial benefits include a friendly culture that where people collaborate and strive for excellence.

This is an outline job description and does not attempt to cover the many detailed aspects inherent in the job.

Job holders will be expected to undertake similar or related duties and responsibilities to those listed.

Job Holder's Signature: _____

Date: _____

To apply, please send your resume with cover letter and salary expectation to:

Andrea Grant

HR Generalist

Email: vacancies@xppower.com

XP Power is an equal opportunities employer.