



Cornerstone Executive Search has been exclusively retained by Milbank Manufacturing to conduct their search for a new Chief Financial Officer.



MILBANK
ENERGY AT WORK

CHIEF FINANCIAL OFFICER

Milbank Manufacturing

Fast Facts

- **Location:** Kansas City, Missouri
- **Reports to:** President and CEO
- **Position:** Chief Financial Officer and Treasurer
- **Industry:** Electrical products manufacturing
- **Ownership:** Family-owned organization approaching a century in business
- **Scope:** Three US Manufacturing Sites | ~800 Employees | \$250M - \$300M
- **Key Focus:** Enterprise value creation, performance management, cash generation, disciplined capital allocation, and finance transformation

The Organization

Milbank Manufacturing is a nearly century-old, family-owned manufacturer rooted in Kansas City and known for electrical solutions that help move and manage power. The company engineers and manufactures meter sockets, enclosed controls, commercial enclosures, and related products while emphasizing quality, service, safety, and value to customers.

The business combines a strong Midwest manufacturing legacy with broad market reach. Milbank serves utility, contractor, residential, commercial, industrial, OEM, infrastructure, and transportation customers through a manufacturing and distribution footprint built to support reliable delivery and evolving customer needs.

Milbank's mission is grounded in engineering and manufacturing high-quality electrical products while delivering exceptional service and value. Its values emphasize honesty and integrity, product quality, personal safety, financial responsibility, and personal accountability.

Learn more about Milbank in this short video: [The Milbank Manufacturing Story](#).

The Opportunity

This is an opportunity to become a central strategic partner to the President and CEO, Board of Directors, ownership, and executive leadership team of a respected American manufacturer entering its next chapter of growth and performance.

The Chief Financial Officer will help translate Milbank's strategy into measurable financial performance, stronger cash generation, disciplined investment decisions, and sustainable enterprise value. The role reaches well beyond reporting: it will shape how the organization forecasts, evaluates performance, allocates capital, develops financial talent, and makes major commercial and operational decisions.

For a finance executive with strong manufacturing instincts, this position offers meaningful influence across the enterprise and the chance to strengthen the financial systems, insight, discipline, and organizational readiness that will support Milbank's long-term future.

The Position

Reporting to the President and CEO, the Chief Financial Officer and Treasurer is responsible for Milbank's overall financial leadership. The CFO will lead financial planning and analysis, accounting and reporting, treasury, working capital, risk management, financial controls, capital allocation, and the financial aspects of acquisitions and other strategic transactions.

The CFO will combine technical financial excellence with commercial and operational business acumen. This leader must understand Milbank's customers, markets, products, manufacturing operations, cost structure, and sources of competitive advantage, then turn that understanding into clear insight and action.

The role also leads the finance organization, including Accounting, Financial Planning and Analysis, Treasury, Credit and Collections, and other assigned financial functions. The CFO will build a high-performance team that serves as a forward-looking business partner across Milbank.

The Ideal Candidate

The ideal candidate is an accomplished manufacturing finance executive who has led in a complex, performance-driven operating environment. They bring command of FP&A, accounting, cash flow, working capital, plant finance, capital investment, controls, and executive-level reporting, together with the judgment to connect financial decisions to long-term enterprise value.

This leader is credible with a Board, ownership, lenders, advisors, and executive peers. They communicate difficult facts clearly, constructively challenge assumptions, and balance opportunity and risk without losing trust. They are equally comfortable in the boardroom and on the manufacturing floor.

Just as important, the right candidate is a builder. They develop strong teams, improve systems and processes, establish accountability, raise financial literacy across the business, and model Milbank's values of integrity, quality, safety, financial responsibility, and personal accountability.

Key Responsibilities

- Strategic Financial Leadership and Enterprise Value Creation
- Board and Ownership Partnership
- Financial Planning, Analysis and Performance Management
- Operational and Manufacturing Finance
- Cash Flow, Working Capital and Treasury
- Financial Reporting, Accounting and Controls
- Mergers, Acquisitions and Strategic Transactions
- Capital Allocation
- Risk Management and Insurance
- Finance Organization and Talent Development
- Financial Systems, Analytics and Process Improvement
- Lean Enterprise and Continuous Improvement
- Finance Team Leadership

Qualifications

- Bachelor's degree in Accounting, Finance, Business Administration, or a related field required; master's degree, MBA, CPA, or another advanced financial qualification preferred.
- Minimum of 15 years of progressively responsible finance and accounting leadership experience, including significant experience as a CFO, Divisional CFO, Vice President of Finance, or comparable senior financial executive.
- Significant financial leadership experience within a manufacturing, industrial, or similarly complex operating environment is strongly preferred.
- Prior experience in a private equity-backed, leveraged, or highly performance-driven ownership environment strongly preferred.
- Demonstrated success improving EBITDA, cash flow, working capital, profitability, financial visibility, and operating performance.
- Strong FP&A capabilities, including budgeting, forecasting, long-range planning, scenario analysis, and development of meaningful financial and operational KPIs.
- Experience communicating with Boards of Directors, shareholders, private equity sponsors, lenders, and other sophisticated financial stakeholders.
- Experience with acquisitions, financial due diligence, quality-of-earnings processes, integration, financing, or other strategic transactions preferred.
- Strong understanding of manufacturing finance, including standard costing, plant performance, inventory, capital investment, margin analysis, and operational productivity.
- Demonstrated ability to build, develop, and lead high-performing finance organizations.
- Strong systems, data, and analytical orientation with the ability to improve the speed, accuracy, and usefulness of financial information.

Key Success Metrics

- Translate Milbank's strategy into measurable financial goals, operating targets, and value-creation initiatives with clear ownership and milestones.
- Improve the visibility, timeliness, accuracy, and usefulness of financial reporting, rolling forecasts, and decision support.
- Strengthen EBITDA, margins, cash flow, working capital performance, return on invested capital, and long-term enterprise value.
- Establish a disciplined monthly performance-management cadence with actionable insight into revenue, price, volume, mix, costs, productivity, SG&A, working capital, and cash flow.
- Maintain strong accounting, controls, compliance, liquidity, lender reporting, covenant management, and enterprise risk practices.
- Create rigorous capital-allocation and post-investment review processes that direct resources toward the highest-value opportunities.
- Build a high-performing, scalable finance organization with strong succession depth and a business-partner mindset.
- Ensure Milbank's financial data, systems, documentation, and processes are ready to support growth, financing, transactions, and sophisticated diligence.

Additional Expectations

- Operate with uncompromising integrity, sound judgment, executive presence, and the courage to communicate difficult facts when necessary.
- Build collaborative relationships across functions and constructively challenge assumptions, decisions, investments, and performance.
- Champion Lean Enterprise practices, including visual management, standard work, structured problem solving, and continuous improvement.
- Travel as needed, including regular engagement with Milbank manufacturing facilities and occasional customer, lender, Board, investor, transaction, or other business meetings.
- Maintain the flexibility required of a full-time executive role in an office and manufacturing business environment.

About Kansas City, Missouri

Kansas City offers a strong home base for manufacturing leaders who value industrial access, Midwestern practicality, and quality of life. Located near the center of the country, the region provides access to major interstate, rail, air, and river transportation networks, while offering diverse neighborhoods, strong schools, manageable commutes, professional sports, live music, arts and culture, and a nationally recognized culinary scene. For leaders relocating to Milbank's hometown, Kansas City combines a vibrant city experience with a practical, business-friendly environment for building teams and growing operations.

Learn more about the area: [Visit KC](#) | [Kansas City Area Development Council](#) | [City of Kansas City, Missouri](#)

About Cornerstone Executive Search

Cornerstone Executive Search is a leading retained executive search firm that helps great companies recruit great people. For more than 40 years, our firm has excelled in serving our client companies with executive talent acquisition, leadership development and career transition services in Kansas City and across the Central Midwest region of the United States. Our firm has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Executive Search can serve your executive talent acquisition needs, please [click here](#) to visit our website.

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