CORNERSTONE EXECUTIVE SEARCH

Cornerstone Executive Search has been exclusively retained by MegaKC to conduct its search for a new Chief Financial Officer.

MegaKC

CHIEF FINANCIAL OFFICER

MegaKC

Fast Facts

- **Reports to**: CEO
- **Industry**: Heavy civil and water/wastewater construction
- **Company Ownership**: 100% employee-owned
- **Growth Focus:** Continued growth toward and beyond $100M in annual revenue

The Organization

MegaKC is a 100% employee-owned contractor serving the Kansas City region through water and wastewater infrastructure and civil projects, including exhibits, parks, pavilions, and cityscapes. Public works account for approximately 90%+ of its projects, with an average project size of approximately $5 million, and projects generally ranging from $1M to $145M. Work serves city, state, and federal clients.

MegaKC's culture is rooted in four core values: Safety, Quality, Community, and Freedom. The company values employee-owners who take responsibility, ask for help, and contribute beyond their individual roles. Humility, shared success, and community involvement are central to that culture, with leaders expected to bring these values to life through their everyday decisions and actions.

The Opportunity

The CFO will help shape MegaKC's financial strategy as the company grows toward and beyond $100M in annual revenue. The CEO seeks a proactive partner who will challenge assumptions, identify blind spots, and translate financial data into prioritized recommendations. This leader will strengthen the finance team and help build long-term value for employee-owners.

The Position

Reporting to the CEO and serving on the executive leadership team, the CFO leads MegaKC's financial strategy, accounting and finance function, financial performance management, and long-term financial health. This leader protects liquidity, profitability, and employee-owner value while supporting continued growth.

The CFO owns the quality, timeliness, controls, processes, and financial visibility delivered by the finance function, with day-to-day accounting appropriately delegated to the team. Working with the CEO, COO, operations, project management, and estimating, the CFO anticipates financial risks and opportunities, supports timely decisions, and plans for the company's ESOP-related obligations.

The Ideal Candidate

The ideal candidate is an experienced financial leader who has helped a construction or comparable project-based business scale. They bring strategic judgment, strong construction accounting knowledge, and the confidence to challenge and collaborate with the CEO and COO. They own the finance function, develop their team, and offer clear recommendations rather than simply reporting historical results. Just as important, this person is approachable, humble, accountable, and willing to help wherever needed. They acknowledge mistakes, ask for help, and lead by example within an employee-owned culture. ESOP experience is preferred but not required; the ability to learn quickly is essential.

Key Responsibilities

CEO Partnership & Financial Leadership

- Partner closely with the CEO to align financial strategy with overall company direction and growth objectives.
- Provide clear, timely financial insights and prioritized recommendations that explain what the data means for the business and what action leadership should take.
- Support capital allocation decisions, including investments, resource planning, and risk management.
- Provide objective financial perspective, constructively challenge the CEO and executive team, and identify blind spots to ensure disciplined decision-making.
- Proactively identify financial risks, opportunities, and decisions requiring executive attention and bring forward recommendations before issues become urgent.

Financial Leadership & Strategy

- Provide strategic financial leadership to support the company's continued growth toward and beyond $100M in annual revenue.
- Serve as a trusted advisor to the CEO and executive leadership team on financial performance, risk, and strategic initiatives.
- Develop and manage company financial plans, forecasts, and long-term financial strategies.
- Lead annual budgeting and forecasting processes and contribute actively to the company's annual strategic planning.
- Develop forward-looking financial models and scenario planning to support strategic decision-making, growth planning, and risk management.
- Monitor and report on forecast-to-actual performance, identifying variances and driving accountability across the organization.
- Provide timely financial reporting and forecasts to the CEO, executive leadership team, and Board of Directors.

Construction Financial Management

- Oversee job cost accounting and ensure accurate financial reporting for all construction projects.
- Lead the company's financial WIP process in partnership with operations leadership, including revenue recognition, cost-to-complete forecasting, and profitability analysis.
- Monitor project margins and provide financial insights to operations leaders and project managers.
- Challenge and validate project forecasts, significant margin changes, and financial risks.
- Support project teams with cost control analysis, forecasting, and financial decision-making.
- Ensure accurate tracking of retainage, project billings, subcontractor payments, and cost allocations.

Cash Flow, Capital, and Banking

- Maintain reliable cash flow forecasting and ensure sufficient liquidity to support project operations, strategic investments, and growth.
- Maintain relationships with banks, surety providers, and financial institutions to support bonding capacity and credit facilities.
- Oversee bonding requirements for public and private construction projects.
- Monitor financial covenants and compliance requirements with lenders and sureties.
- Lead capital planning, including equipment investment, working capital needs, and growth funding strategies.
- Proactively provide visibility into future cash and capital needs based on backlog, project timing, growth scenarios, and other company obligations.

Accounting Operations

- Provide leadership and oversight of accounting operations, including general ledger, accounts payable, accounts receivable, payroll, and financial reporting, while maintaining accountability for the overall performance of the accounting and finance function.
- Ensure timely and accurate preparation of monthly and annual financial statements.
- Maintain strong internal controls and accounting procedures.
- Oversee accounting systems including Vista/Trimble and integrations with Procore and other construction systems.
- Ensure the accounting function operates as a proactive partner to operations, providing timely, accurate, and actionable financial information to support project execution and decision-making.
- Establish and maintain reliable weekly, monthly, quarterly, and annual financial processes, reporting requirements, and recurring deadlines, with consistent, accurate monthly reporting delivered on an agreed schedule.
- Develop documented processes, accountability, and appropriate backup coverage to reduce key-person dependency within the accounting and finance function.

Risk Management & Compliance

- Manage financial risk related to project execution, contracts, and operational performance.
- Provide financial oversight and input on contract terms, risk allocation, and project financial exposure.
- Coordinate and maintain effective relationships with external auditors, tax advisors, insurance partners, financial consultants, and other financial service providers.
- Lead annual audit, tax planning, tax reporting, and related compliance processes in coordination with external advisors.

- Ensure compliance with GAAP, tax regulations, and construction accounting best practices.
- Ensure appropriate financial and administrative compliance related to municipal and federally funded work, including certified payroll and other applicable reporting requirements.
- Oversee the company's insurance and captive programs, including but not limited to general liability, workers' compensation, auto, and builder's risk.
- Manage claims processes in coordination with operations, legal, and insurance providers.
- Partner with HR to provide financial oversight of employee benefit programs, including health insurance, to evaluate cost effectiveness, sustainability, and alignment with company financial strategy.

Leadership & Team Development

- Provide leadership and guidance to the accounting and finance team, building trust, supporting development, and establishing a consistent operating rhythm.
- Establish clear roles, responsibilities, expectations, and ownership across the accounting and finance function.
- Develop processes that improve efficiency, accuracy, and financial visibility across the organization, including reporting automation and effective use of existing technology.
- Foster collaboration between finance and operations while maintaining clear ownership and accountability for financial leadership.
- Develop team depth, cross-training, and succession capability as the company grows.

ESOP & Ownership Culture

- Support the financial administration and reporting of the company's Employee Stock Ownership Plan (ESOP).
- Promote financial transparency and education within the employee-owned culture.
- Help leadership evaluate strategic investments that increase long-term value for employee owners.
- Lead financial modeling and analysis related to ESOP valuation, repurchase obligations, and long-term sustainability.
- Provide insights to leadership on how company performance impacts ESOP value and employee ownership outcomes.
- Coordinate effectively with the ESOP trustee, valuation professionals, and other ESOP advisors as appropriate.

Qualifications

Required Experience and Qualifications

- Bachelor's degree in Accounting, Finance, or related field required.
- 10+ years of progressive financial leadership experience.
- Strong knowledge of job costing, WIP reporting, and percentage-of-completion revenue recognition.
- Experience working with construction ERP systems such as Vista/Trimble.
- Experience managing banking, bonding/surety, and other external financial relationships; construction industry experience strongly preferred.
- Demonstrated experience leading and developing an accounting and finance team.
- Strong analytical, leadership, and communication skills.
- Demonstrated ability to lead change, improve financial processes, and help teams adopt technology.

Preferred Experience and Qualifications

- CPA strongly preferred.
- Significant experience in construction, engineering, infrastructure, or another project-based business strongly preferred.
- Experience presenting financial information to executive leadership and Boards of Directors preferred.
- ESOP experience preferred but not required.
- Experience with self-performing contractors and equipment or fleet capital planning.

Key Success Metrics

- Timely, accurate financial statements, forecasts, WIP reporting, and actionable visibility into project and company performance.
- Reliable cash flow forecasting, sufficient liquidity, and proactive planning for working capital, equipment investment, growth, and ESOP obligations.
- Disciplined job costing, cost-to-complete forecasting, revenue recognition, and early identification of project margin changes and financial risks.
- Effective banking and surety relationships, bonding support, and compliance with financial covenants.
- Strong internal controls, documented recurring processes, and timely audit, tax, and applicable regulatory reporting.
- A capable accounting and finance team with clear accountability, cross-training, backup coverage, and strong collaboration with operations.
- Financial planning and ESOP analysis that support long-term sustainability and value for employee-owners.

Additional Expectations

- Lead with humility, accountability, and an ownership mindset. Build trust across the organization, remain accessible to the team, and support community and volunteer involvement.
- Guide the finance team through process and technology changes with clear communication, practical support, and consistent follow-through.

Physical Demands
The CFO must be able to sit for extended periods, work at a computer, and communicate effectively with team members and leadership.

Work Environment
This position works primarily in an office environment and regularly collaborates with executive leadership, accounting staff, and operations teams across the organization.

This job description is intended to convey information essential to understanding the scope of the position and is not an exhaustive list of skills, efforts, duties, responsibilities, or working conditions associated with it.

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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EXECUTIVE SEARCH

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