Meridian
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Controller

Position Summary

Meridian is seeking a hands-on, business-minded Controller to lead the company's accounting and financial operations. This role is responsible for ensuring the accuracy of financial reporting, overseeing the monthly close process, maintaining strong internal controls, managing cash flow, and providing financial insight to support business decisions.

The Controller serves as the senior accounting leader within the organization and partners closely with ownership and department leaders to support the company's continued growth. This position requires someone who can successfully balance strategic financial oversight with active involvement in day-to-day accounting operations.

This is a full-time, in-person position located in Loves Park, Illinois. Compensation: $115,000 - $135,000 annually, based on experience.

What You Will Do

Financial Leadership & Analysis

- Provide accurate and timely financial reporting to ownership and leadership.
- Analyze financial performance, trends, and key business metrics.
- Develop recommendations that support profitability, cash flow, and operational decision-making.
- Partner with department leaders to evaluate costs, margins, and business performance.

Financial Reporting & Close Management

- Lead monthly, quarterly, and annual financial close processes.
- Prepare and review financial statements and supporting schedules.
- Ensure compliance with Generally Accepted Accounting Principles (GAAP).
- Analyze and explain variances between actual and expected financial results.

Accounting Operations Oversight

- Oversee Accounts Payable, Accounts Receivable, General Ledger, and payroll accounting functions.
- Review account reconciliations, journal entries, and supporting documentation.
- Ensure accounting records are accurate, complete, and properly maintained.
- Establish consistency across accounting processes and financial controls.

Compliance, Controls & Tax Support

- Maintain and strengthen internal controls and accounting procedures.
- Coordinate annual reviews, audits, and requests from external accounting partners.
- Oversee sales tax reconciliations and support tax filing requirements.
- Ensure compliance with applicable financial reporting and regulatory requirements.
- Partner with Meridian's Corporate CPA, who manages tax filings and serves as a resource for complex accounting matters.

Inventory, Costing & Operational Support

- Oversee inventory valuation and related accounting processes.
- Monitor job costing and profitability by client, project, and service line.
- Support operational leaders with financial analysis and reporting.
- Identify opportunities to improve efficiency, accuracy, and financial visibility across the organization.

Team Leadership

- Lead and develop accounting team members.
- Establish accountability, consistency, and clear expectations.
- Provide coaching, training, and day-to-day support.
- Foster a culture of ownership, accuracy, and continuous improvement.

Qualifications

- Bachelor's degree in Accounting, Finance, or related field required.
- Seven or more years of progressive accounting and finance experience.
- Experience as a Controller, Assistant Controller, Senior Accountant, or Accounting Manager.
- Strong knowledge of GAAP and financial statement preparation.
- Experience leading month-end and year-end close processes.
- Experience with cash flow forecasting and financial analysis.
- Advanced Microsoft Excel skills including pivot tables, lookups, formulas, and data analysis.
- Experience with ERP or accounting systems (Zoho Books experience preferred).
- Experience supporting privately held businesses preferred.
- Manufacturing, printing, promotional products, fulfillment, distribution, or job-costing experience strongly preferred.

What Makes You Successful

- Strong financial and business acumen.
- Ability to balance strategic thinking with hands-on execution.
- Exceptional attention to detail and financial accuracy.
- Ability to identify issues proactively and drive resolution.
- Strong analytical and problem-solving skills.
- Excellent organizational and time management abilities.
- Effective communication skills with both financial and non-financial stakeholders.
- Commitment to continuous improvement and operational excellence.
- High level of integrity, professionalism, and accountability.

What We Offer

- Competitive salary and growth opportunities
- Collaborative and supportive team environment.
- Exposure to a wide variety of business operations.
- Comprehensive benefits package including Health, Dental, Vision, and Life Insurance.
- 401(k) with company match.
- Generous PTO and paid holiday schedule

About Meridian

Meridian is the evolution of over 40 years of industry experience combined with modern, user-friendly technology. This integrated approach allows us to provide a wide range of print, promotional products, and fulfillment solutions to a diverse customer base.

Learn more about Meridian by visiting our website.

https://www.facebook.com/MeridianDirect/ https://www.instagram.com/meridian_direct/
https://www.linkedin.com/company/meridian
Submit resumes and inquiries to HR@Meridian-Direct.com