



CFO (Hawthorne, CA) Hybrid-Remote

About Us

Fulham is a profitable PE owned global manufacturer of innovative, high quality and cost competitive lighting components and specialty lighting solutions. We use our engineering expertise to provide our clients with cutting edge products with industry leading reliability, quality, and advanced intelligence. By providing superior value, service and support, Fulham has developed lasting relationships with its 3,000+ global customers. Founded in 1994 and headquartered in California, our ongoing focus and commitment to quality and client satisfaction have enabled us to become one of the most well-respected component manufacturers in the lighting industry with a fantastic global brand reputation.

About the Role

The CFO will play a key role, along with the CEO and senior executives, in developing and leading the overall corporate financial strategy to continued improvement in Fulham's financial performance, improve global operations and controls, increase cash flow and enhance shareholder value.

Responsibilities include:

- Proactively manage cash flows
- Conduct meaningful proactive analysis to improve business decisions focusing on management of working capital
- Implement financial strategies to improve EBITDA, cash, sales, GM while reducing cost and leverage debt
- Proactively pinpoint risks and potential shortfalls, and successfully identify opportunities for improvement
- Establish internal control processes required to manage and grow the business
- Lead Fulham's paperless global digitization process
- Drive the annual budget process and the monthly reporting of consolidated financials
- Develop and enhance company performance metrics and KPI reporting
- Evaluate markets and trends in relation to existing and new venture opportunities
- Present financial results, future financial forecasts, and capital strategy to the Board of Directors and investors
- Advise the CEO in key financial and business decisions
- Key participation in Fulham's quarterly board meetings
- Advise on the financial operations of subsidiary companies
- Provide acquisition due diligence and oversee acquisition negotiations
- Lead Fulham's M&A process, upon our next M&A

Requirements

- CFO or Senior level FD with 10+ years of financial experience & 5+ of operations experience
- Global finance responsibilities and board experience in previous role(s)
- Based in Southern California, or willing to relocate. Office-based (Hawthorne, CA) at least Mon-Weds
- Previous experience in global electronics or industrial technology manufacturing businesses
- Track record of building, implementing & concluding winning financial strategies
- Previous M&A experience with PE backed businesses is preferred
- Must have a hands-on approach & thrives in high energy environments

- Willing to travel internationally (India, China & Europe). Able to work successfully with other regions & cultures
- Willing to question the status quo and offer alternate solutions to financial and operations challenges
- Data driven individual who uses metrics to drive continuous improvement initiatives and results

Compensation / Benefits

Competitive base salary, performance-based bonus package, leading medical/dental/vision/life benefits package, 401K program with company match, vacation/sick time and a significant share option package

Interest / Response

Interested candidates should submit a current resume and supporting cover letter explaining why we should specifically consider you, in confidence to:

Fulham Human Resources

hr@fulham.com