
Job Posting: Controller – Construction Industry

Forest City, Iowa

Job Type: Full-Time, Salary Position

Department: Finance/Accounting

Reports To: CEO

About the Role:

We're looking for an experienced **Controller** to join our leadership team and oversee all financial and accounting operations for our construction business and related entities. This is a hands-on, strategic role responsible for ensuring accurate financial reporting, maintaining internal controls, managing project/job cost accounting, and supporting business growth through strong financial leadership.

If you have a background in construction accounting, are passionate about improving processes, and want to have a real impact on a growing business, we'd love to hear from you.

Key Responsibilities:

- Oversee all day-to-day accounting operations including general ledger, accounts payable/receivable, payroll, and bank reconciliations
 - Manage and report on job costing, work-in-progress (WIP) schedules, and percentage-of-completion revenue recognition
 - Prepare monthly, quarterly, and annual financial statements in accordance with GAAP
 - Lead the monthly close process and coordinate budgeting and forecasting efforts
 - Monitor and manage cash flow and project financing needs
 - Ensure compliance with tax, regulatory, and licensing requirements (local, state, and federal)
 - Coordinate external audits, insurance audits, and bonding requirements
 - Develop and maintain internal controls, accounting policies, and procedures
 - Supervise and mentor accounting staff
 - Work cross-functionally with project managers, estimators, and operations teams to improve financial outcomes on jobs
 - Work cross-functionally with Human Resources regarding employee benefits cost analysis, renewals and investments.
 - Oversee subcontractor compliance, lien waivers, and contract billing processes (e.g., AIA billing)
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Qualifications:

- Bachelor's degree in Accounting, Finance, or related field (CPA preferred)
 - 5+ years of accounting experience, including at least 3 in the construction industry
 - Experience with AIA billing and subcontractor compliance management
 - Familiarity with cost-plus, T&M, and fixed-fee contracts
 - Experience working with bonding and insurance providers
 - Strong understanding of construction financial management, job costing, WIP reporting, and revenue recognition methods
 - Experience with construction accounting software (e.g., Sage 300 CRE, Viewpoint, Foundation, or similar)
 - Proven ability to lead accounting functions and manage a team
 - Strong analytical, problem-solving, and communication skills
 - Detail-oriented with the ability to manage multiple projects and deadlines
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Why Join Us?

- Competitive salary
 - Comprehensive benefits package (health, dental, life & disability, 401k, PTO)
 - Stable, growing company with a strong reputation
 - Supportive leadership team and opportunities for professional growth
 - A collaborative, boots-on-the-ground culture that values hard work and results
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Ready to build something great with us? Apply today.

Holland Contracting Corp.

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