

JOIN US IN BUILDING SOMETHING GREAT

Do you see challenge as opportunity, take pride in doing things the right way, and believe great work starts with great relationships? Because that is the Jackson Way.

If this sounds like something you want to be a part of, you'll find purpose here. At Jackson Contractor Group, we are builders through and through, of structures, relationships, and opportunity. We build more than projects, we build people.

What truly sets us apart is: Our People. Our Core Values.

BUILD RELATIONSHIP. Take care of each other.
CHASE THE HARD STUFF. Meet challenges head on.
OPERATE WITH INTEGRITY. Deliver what is promised.
SPARK PASSION. Bring enthusiasm.
PURSUE GREATNESS. Desire to succeed.

At Jackson, we invest in you. Not just your skills, but your growth and your goals. You will have the support to push limits, the encouragement to innovate, and the trust to take ownership.

As a Controller, you will play a key role in the financial health and long-term success of Jackson. You will lead the accounting team, oversee the accuracy and integrity of financial reporting, and serve as a trusted resource to project teams and leadership. From job costing and WIP reporting to cash flow, internal controls, and financial analysis, you will help ensure our financial information is accurate, timely, and meaningful.

This role is ideal for someone who enjoys solving complex problems, asks the right questions, and takes pride in getting the details right. Someone who can see beyond the numbers, build strong relationships with project teams, identify opportunities to improve processes, and confidently take ownership of the financial responsibilities that support a growing construction company.

When you are a part of the Jackson crew, your voice matters, your growth is encouraged, and your impact is seen every day. Whether you are preparing bids or collaborating with project teams, you will be part of a company that values integrity, craftsmanship, and genuine connection.

If you are ready to do meaningful work with people who care about what they build, and who they build it with, we would love to meet you.

CONTROLLER

Department: Support It - Accounting

Direct Supervisor: CFO

ESSENTIAL DUTIES AND FUNCTIONS

- Oversee the daily functions of the accounting department, including general ledger, accounts payable and receivable, job costing, payroll, and equipment accounting.
- Ensure accurate monthly and annual financial reporting consistent with internal and external requirements.
- Oversee and facilitate month-end and year-end close processes, ensuring deadlines are met and financial results are accurate, complete, and communicated timely to executive leadership.
- Oversee the preparation and review of work-in-progress (WIP) schedules and job costing, working closely with project management to validate project budgets, costs incurred,

estimated costs to complete, and projected margins. Ensure project financial information and assumptions are accurate, complete, and appropriately reflected in the company's financial results.

- Complete ad-hoc research and analysis surrounding complex accounting issues, transactions, and new accounting pronouncements in collaboration with the CFO, assessing their potential impact on the company and assisting in determining and implementing appropriate accounting treatment.
- Verify completeness and accuracy of information, actively problem-solve to resolve discrepancies, and find solutions independently.
- Ensure adequate controls are in place to protect the company against fraud, theft, and other business risks.
- Work directly with the CFO and other members of the accounting and leadership team to strategize ways to build efficiencies, identify trends, optimize systems, and manage costs.
- Manage and optimize company cash flow by closely monitoring cash collections and disbursements. Work closely with project management and leadership to improve collections, monitor receivables and payables, and ensure cash is managed effectively in accordance with company policies and contractual requirements.
- Manage the company's business licensing and tax requirements, ensuring compliance with applicable regulations.
- Build strong relationships and serve as a trusted resource to project teams regarding financial issues, including forecasting, receivables, and subcontractor management.
- Lead and develop the department effectively as a positive team member, appropriate backup, trainer, and mentor to other members of the department while holding the team accountable to expectations.
- Work directly with third parties, including auditors, retirement plan providers, tax authorities, etc.
- Complete other duties as assigned.

OTHER REQUIREMENTS

- Handle all interactions with coworkers, subcontractors, clients, the public, and others in a manner designed to cultivate and maintain long-term relationships.
- Go the extra mile to minimize mistakes and ensure the integrity of all critical work deliverables.
- Perform all duties and responsibilities with a strong sense of pride and ownership.
- Implement innovative solutions efficiently and effectively.
- Never stop improving by initiating personal development strategies and suggesting company-wide process improvements.
- Demonstrate excellent written and verbal communication skills.
- Exhibit self-motivation, punctuality, and the ability to manage multiple tasks and priorities effectively.

WHAT WE ARE LOOKING FOR

- 5+ years' of experience in an accounting position.
- Four-year degree from an accredited university in Finance, Accounting, or a similar field.
- Management experience preferred.
- Preferred experience with the following programs:
 - Microsoft Office Suite, including Word and Excel.
- Experience in construction accounting or project management software is preferred.

CERTIFICATIONS & LICENSES

- CPA preferred.