



THE YUENGLING COMPANY

This position is for a **Director of Finance & Administration** with **The Yuengling Company**. Formed in September 2020, The Yuengling Company LLC is a new joint venture between D.G. Yuengling & Son, Inc., America's Oldest Brewery®, and the Molson Coors Beverage Company. Headquartered in Ft. Worth, Texas, The Yuengling Company will manage market expansion going west and lead all facets of the business in new markets beyond the 190+ year old brewer's existing 22-state footprint, which includes future D. G. Yuengling & Son, Inc.'s New England expansion.

*Interested applicants should send resume and salary requirements to [TYCjobs@yuengling.com](mailto:TYCjobs@yuengling.com).*

**Posting Date:** January 25, 2021

**Position:** Director of Finance & Administration

**Department:** Administration

**Reports To:** General Manager

**Summary:** The Director of Finance & Administration will oversee all Financial and Administration functions within the organization necessary to achieve company objectives. This person will provide financial leadership and direction to the General Manager, TYC leadership team, Molson Coors and DGY leadership as needed. This person will also provide leadership to team of direct reports by fostering a cohesive, inclusive, high performing culture. The Director of Finance & Administration will maintain strong relationships across partners shared service providers, departments, vendors and business partners. Responsibilities include regular monitoring of financial activity, establishing and maintaining comprehensive controls over daily administrative and financial processes, administration of accounting software, pricing administration and financial analysis through developing budgets, operating metrics, and disciplined reporting schedules. The Director of Finance & Administration will work cross-functionally with other departments as required to assist in strategic planning, analysis and decision making, and to improve company performance. The position also requires a close working relationship with Human Resources, IT, Legal/Compliance, and has accountability for all local, state, and federal government reporting requirements and tax filings.

**1. Key Job Functions:**

- Lead and manage the financial functions
  - Provide day to day leadership to the sales and marketing financial functions as well as revenue management and cost containment that mirrors the mission statement, core values, and culture of The Yuengling Company.



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- Mentoring and development of the finance and administration staff. Play an instrumental role in cultivating talent within the organization and building a strong team, aligned to Company culture.
- Act as a positive agent of change to continuously drive improvement within the organization.
- Work cross functionally with Molson Coors financial team to ensure oversight of the accounting functions and reporting responsibilities
- Establish and maintain comprehensive controls over daily financial practices to ensure accuracy of company results
- Serve as a point of contact and administrator for the ERP software system
- Ongoing monitoring of financial activity and implementation of continuous improvements of processes and reporting
- Evaluate and maximize resources within the department and as part of the larger organizational structure
- Ensure compliance with all local, state, and federal government reporting requirements
- Ensure compliance of all tax filings
- Coordinate activities for any external audits of the company
- Participate in the hiring and training of new Finance and Administration personnel for The Yuengling Company
- Communicate finance needs and recommendations to the General Manager
- Develop and monitor budgeting and business performance analytics
  - Build operating metrics and coordinate cross-functionally to drive departmental and company objectives
  - Aid in the data mining, financial planning, forecasting, etc. in order to support sales, marketing, pricing and operational planning efforts
  - Identify any variances and assist in developing solutions to improve operational processes
  - Provide the data and insights to minimize financial risk and maximize profitability
  - Provide financial leadership to GM and senior management to aid in strategic decision making
- Develop, Lead and Drive Excellence in Business Administration
  - Human Resource lead for The Yuengling Company supported by Molson Coors and DGY
  - Build strong understanding of all business functions within The Yuengling Company
  - Lead all Accounts receivable and Accounts payable functions including Distributor billbacks, pricing administration, annual budgeting and tracking of budgets
  - Ensure all pricing reporting, FOB updates and communications internally and externally
  - Coordinate with Molson Coors on the IT infrastructure and systems for The Yuengling Company to support the growth of the business
  - Maintain and monitor the data, reporting and shared services between the JV and DGY/MC

**2. Other Key Skills and Abilities:**

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Our Values – The Yuengling Way

Respect for Tradition, Integrity, Hard Work, Simplicity, Pride



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- Effectively communicate with all related departments and functions within the organization and key stakeholders internally and externally.
- Maintain a working knowledge of current state and local tax requirements to drive fiscal decisions in our existing markets and potential expansion markets
- Play a role in evaluating effectiveness of spend, return on investment and provide input on investment, budgeting and building profitable long term growth
- Attract and retain qualified and appropriate talent to the organization
- Promote a results oriented environment
- Develop an understanding of the brewing industry dynamics and what competitive benchmarks are necessary to keep the company financially strong
- Maintain and keep all information **confidential**
- Performs additional duties and responsibilities as requested, directed or assigned

### 3. Skills and Qualifications:

- Bachelor's Degree in Accounting, Finance or Business Administration is required (CPA or CMA credentials a plus)
- Candidate should have ten plus years of Financial and Business Administration experience at a management or controller level, with a proven track record of results – Background in SAP preferred
- Candidate must have excellent written and oral communication skills, and the ability to lead by example in a positive and motivating manner. Proven experience successfully managing and leading staff while building a high performance team.
- Broad based background in Business Administration needed to support the business in areas of HR/On Boarding personnel, IT, and financial expertise (in conjunction with MC)
- Position resides in Dallas/Fort Worth Area and requires occasional travel (typically no more than 5% but more in the first 12-18 months)