

## Chief Financial Officer

### ABOUT THE COMPANY

Persistent Systems, LLC (“Persistent,” or the “Company”) is a leading developer of advanced mobile ad hoc networking (“MANET”) solutions for military and commercial use. The Company’s proprietary Wave Relay® technology is a unique, scalable, peer-to-peer network which provides data, video, and voice access in the most challenging applications and situations. The Company designs compact radios and devices that enable Wave Relay® to maintain both peer-to-peer networking and connectivity to an Internet gateway even in highly mobile scenarios.

As a result of its tremendous growth over the past five years and its desire to enter into new markets, the Company is seeking a Chief Financial Officer to oversee its accounting, treasury and finance functions.

### KEY RESPONSIBILITIES

The Chief Financial Officer will report to the CEO and will be a key partner in developing strategy and operating the business. The CFO will provide leadership and critical control of all day-to-day aspects of finance and accounting. In addition, the CFO will be part of the senior leadership team responsible for the strategic and tactical direction of the Company. Due to the Company’s extensive relationship with U.S. Government customers and, specifically, with the U.S. Department of Defense, the CFO will be responsible for compliance with all government contracts and DCAA requirements.

Specific roles and responsibilities for this position include:

- Be a strong leader and partner to the business and provide financial, strategic and operational direction to the executive management team
  - Be an active partner with the senior management team to foster profitability and cash flow.
  - Be a highly operational Chief Financial Officer who can build an efficient, service- oriented finance organization.
  - Major emphasis on supporting all aspects of the organization from a financial perspective. Focus is on operations support and financial reporting and forecasting.
  - Provide information and promote exchange of ideas and actions to drive the Company’s earnings growth.
  - Manage the finance and accounting function and produce monthly, quarterly and annual financial statements, forecasts and reporting packages to be reviewed with the executive team.
  - Be the primary contact with outside accountant(s) and oversee the annual audit and income tax processes.

- Develop the accounting and finance infrastructure of the organization with an emphasis on cultivating a strong team that can execute finance transactions efficiently and provide the requisite strength in functional accounting and internal controls.
  - Enhance and continue to develop the finance team emphasizing strong financial disciplines, reporting and controls.
  - Overall responsibility for accuracy of the company's books and records and general ledger.
  - Develop accounting policies and procedures as well as internal controls for company and DCAA purposes. Ensure proper segregation of duties, and recommend approval processes.
  - Assess current financial systems, internal controls, accounting policies, processes and protocols and work with the management team to enhance these practices to deliver improved results.
  - Oversee all aspects of DCAA compliance and DCAA audits as necessary.
  - Ensure management reporting supports the operation of the organization - designing reports for department heads, evaluating segmentation between government and commercial.
  
- Lead and oversee the business planning process from a sales, production and income-generation perspective. Develop the annual budget and track performance against the budget. Emphasis on cost control and designing tools that facilitate departmental accountability. Additional focus on inventory management and cost control as a key margin contributor for the Company.
  - Development of company business plan including budget policies and procedures, annual budget (capital and operating) and management of departmental accountability.
  - Work with business development team to design and compile accurate sales pipeline.
  - Oversee accuracy of inventory and cost of goods sold and ensure proper determination of standard and actual cost build ups.
  - Evaluate and update product-pricing policy and procedures, and provide input on price-setting for new and existing products.
  - Review and approve pricing for all major contracts.
  - Oversee development and maintenance of standard costs and the cost accounting system.
  - Be heavily involved in decision making for IT systems, controls and standards.
  - Review existing systems and evaluate upgrade requirements for the accounting and ERP systems.
  - Oversee and manage the capital expenditure budget, including computer equipment and software, and be heavily involved in managing costs in the non-inventory purchasing/services categories.
  
- Manage the balance sheet, cash flow and capital structure
  - Cash forecasting and cash flow management including generating rolling 3-month and 6-month forecasts.
  - Financial and tax forecasting on a quarterly basis.
  - Oversee accounts receivable policies, including collection and credit policies.
  - Review and approve weekly disbursements.

- Oversee management of and compliance with the Company's senior credit facility.

## KEY QUALIFICATIONS

- 15-20 years of progressive accounting experience with at least 5 years of senior financial management responsibility – director, controller or CFO level.
- Highly operational, accomplished senior financial manager who can build an efficient and effective service-oriented accounting and finance organization across the operational and financial dimensions of the Company.
- Demonstrated track record of success as a senior financial manager in a high-growth, production-oriented organization. Prior experience in managing the financial and operational requirements of U.S. government contracts and DCAA audits is required.
- Strong knowledge of internal controls and operational application and generally accepted accounting principles.
- Able to build a strong partnership with the CEO and close working relationships with members of the senior team; able to be direct, open, and candid.
- Experienced executive with strong personal presence and outstanding business acumen; capable of rapidly building credibility both within and outside the Company.
- Experience in establishing and leading a high-performance finance team. Not hesitant to make changes where necessary.
- Experience building and maintaining financial/operating reporting processes/templates and budgets.
- Critical competencies for success as the CFO at Persistent:
  - Superior Leadership Ability
  - Superior Operational Capabilities
  - Exceptional Financial Acumen
  - Strategic Agility and Solid Business Sense
  - Knowing When a Hands-on Approach is Appropriate
  - Practical and Risk-Adverse Approach
  - Strong Interpersonal and Communications Skills

## EMPLOYEE BENEFITS

Persistent Systems offers a full suite of benefits including medical, dental, vision, disability, and life insurance. We provide multiple plans to suit your individual need. We also offer a matching contribution retirement plan, flexible spending plan, commuter transit program, and a generously discounted gym membership to Equinox.

## APPLY

Please send a resume, cover letter, and compensation requirements to [jobs@persistentsystems.com](mailto:jobs@persistentsystems.com).