



Director of Finance and Accounting

Position Overview

Our client, National Design Mart, is seeking a hands-on and strategic Director of Finance & Accounting to lead their growing finance operations. As a key member of their leadership team, this individual will play a vital role in shaping the financial future of a thriving, family-owned business experiencing rapid expansion.

This isn't just a back-office role, but an opportunity to step into a leadership position that touches every part of the business. From daily accounting functions to forward-looking forecasting and strategic planning, you'll be responsible for the financial systems and processes that support their next phase of growth.

National Design Mart is more than just flooring, they're a family-first, boots-on-the-ground organization that values flexibility, collaboration, and doing what it takes to get the job done. As Northeast Ohio's most trusted flooring and design destination, they're focused on preserving their close-knit culture while building scalable systems for the future. You'll have a voice at the table, visibility across the business, and the support of ownership that leads by example.

If you're a seasoned finance and accounting professional who is ready to bring leadership, strategy, and structure to a growing business, and want to make a real impact in a visible, high-trust role, then let's chat.

Key Responsibilities

- **Financial Strategy & Leadership:** Own forecasting, budgeting, market segment analysis, and cash flow analysis. Provide financial insight and guidance to ownership and executive leadership.
- **Operational Accounting:** Oversee daily finance operations, including AP/AR, payroll, job costing, journal entries, and 401(k) compliance.
- **Management:** Supervise the preparation of quarterly and annual account reconciliations, monitor and enforce compliance with tax and financial reporting standards and lead productivity improvements to reduce costs.
- **Controls & Compliance:** Maintain internal controls and accounting systems in line with GAAP. Ensure timely filings and compliance with federal, state, and local regulations.
- **Reporting & Analysis:** Prepare and deliver accurate financial reports monthly, quarterly, and annually. Perform variance analysis and identify key business metrics.
- **Audit & Tax:** Lead preparation for audits and coordinate with external auditors and tax professionals.
- **Team Management:** Supervise a small accounting team; coach, develop, and ensure alignment across departments.
- **Cross-functional Collaboration:** Work closely with other departments, including Sales, Operations, and Fleet Management to ensure financial accuracy and visibility.

Requirements

- 7+ years of progressive experience in accounting or finance, including financial reporting and forecasting
- Bachelor's degree in Accounting, Finance, or related field
- Controller-level experience in a small business environment with broad financial oversight
- Supervisory experience, with a proven ability to manage and develop team members
- Strong knowledge of GAAP and internal controls
- High proficiency in Excel and experience preparing budgets and cash flow projections

Desired Attributes

- A proactive, detail-oriented leader who understands how every function impacts the bottom line
- Someone who thrives in a small business environment with evolving structure
- A team player who's not afraid to get into the weeds, but can also lead strategically
- A go-getter who communicates clearly, acts with urgency, and brings integrity to everything they do

Benefits & How to Apply

Benefits include PTO, company holidays, 401(k), comprehensive health and dental insurance, and more.

A Slice of HR, a One Digital company, is working with this client on a retained search basis. If you meet the qualifications and want to join this dynamic team, please send your resume to emily.haus@onedigital.com