Job Announcement
Director of Finance
Posted 11/16/26

Huwa Enterprises is a nationally recognized leader in land reclamation and environmental restoration, having successfully reclaimed more than 3 million acres across 44 states. We combine sound science, innovative technology, and environmentally responsible practices to support clients in land reclamation, renewable energy, civil infrastructure, and natural disaster recovery.

About this Role:
The Director of Finance is responsible for leading and managing all financial activities of the organization, including financial planning and analysis, budgeting, forecasting, accounting oversight, cash management, financial reporting, compliance, risk management, and strategic financial decision-making.

As a key member of the leadership team, this role partners closely with executive management to provide financial insight, support operational excellence, and drive sustainable business growth.

Essential Duties and Responsibilities:

Financial Leadership & Strategy

- Develop and implement financial strategies that support organizational goals and long-term growth.
- Serve as a strategic advisor to executive leadership on financial planning, investments, and business performance.
- Provide financial analysis and recommendations to support operational and strategic decision-making.
- Evaluate financial performance and identify opportunities to improve profitability, efficiency, and cash flow.
- Support acquisitions, business development initiatives, and other strategic projects.

Financial Planning & Analysis

- Lead the annual budgeting process and company-wide forecasting activities.
- Develop financial models, reporting tools, and key performance indicators (KPIs).
- Analyze financial results and trends, providing recommendations to leadership.
- Prepare and present financial reports, forecasts, and business analyses.
- Monitor project profitability, labor utilization, and operational performance.

Accounting & Financial Reporting

- Oversee accounting operations, including general ledger, accounts payable, accounts receivable, fixed assets, and payroll coordination.
- Ensure timely and accurate monthly, quarterly, and annual financial reporting.
- Maintain accounting policies, procedures, and internal controls.
- Coordinate annual audits, tax preparation, and regulatory reporting requirements.
- Ensure compliance with Generally Accepted Accounting Principles (GAAP).

Cash Management & Risk Management

- Manage cash flow forecasting and working capital requirements.
- Oversee banking relationships, credit facilities, and debt obligations.
- Assess and mitigate financial risks to protect company assets.
- Support insurance renewals and enterprise risk management initiatives.
- Ensure compliance with contractual and financial obligations.

Leadership & Team Development

- Lead, mentor, and develop finance and accounting personnel.
- Promote continuous improvement and operational efficiency within the finance function.
- Collaborate effectively with leaders across all departments.
- Support employee development, succession planning, and performance management initiatives.

Compliance & Corporate Governance

- Ensure compliance with applicable federal, state, and local financial regulations.
- Support licensing, reporting, and regulatory requirements.
- Assist with contract reviews, due diligence activities, and financial risk assessments.
- Maintain the confidentiality and integrity of financial and business information.

Qualifications

Required

- Bachelor's degree in Accounting, Finance, Business Administration, or a related field.
- Minimum of seven (7) years of progressive finance and accounting experience, including leadership responsibilities.
- Strong knowledge of:
    - Financial Planning & Analysis (FP&A)
    - Budgeting and forecasting
    - Financial reporting
    - GAAP accounting principles
    - Internal controls and risk management
    - Cash flow management
    - Strategic financial planning
- Advanced proficiency with Microsoft Excel and financial reporting systems.
- Strong analytical, organizational, communication, and problem-solving skills.
- Ability to maintain confidentiality and exercise sound judgment.
- Ability to travel as needed for company meetings, client engagements, conferences, training programs, and industry events.

Preferred

- CPA certification.
- MBA or Master's degree in Finance, Accounting, or Business Administration.
- Experience in construction, environmental services, engineering, land reclamation, or project-based industries.
- Experience supporting multi-state operations.
- Experience with ERP systems and project-cost accounting.
- Experience partnering directly with executive leadership teams.

Physical Requirements

The physical demands described here are representative of those required to successfully perform the essential functions of this position. The employee is regularly required to sit, stand, walk, communicate, and operate standard office equipment, including computers and telephones. Occasional lifting and carrying of materials weighing up to 25 pounds may be required. The position also requires the ability to travel by automobile and air, as necessary, to fulfill business responsibilities.

Work Environment

This position primarily operates in a professional office environment and frequently collaborates with executive leadership, department managers, financial institutions, auditors, clients, and business partners. The role involves a combination of strategic planning, financial analysis, leadership, and project management. Periodic travel is required to attend company meetings, industry conferences, training programs, client meetings, and other business-related events.

Schedule

- Full-time, exempt position
- Typical schedule is Monday through Friday
- Additional hours may be required during budgeting cycles, audits, year-end close, strategic planning initiatives, and special projects
- Occasional overnight and out-of-state travel required

Salary & Benefits
The anticipated hiring range for this position is $200,000 - $240,000 annually, depending on qualifications, experience, certifications, and demonstrated expertise. Huwa Enterprises also offers a comprehensive benefits package including medical, dental, vision, life insurance, Employee Assistance Program (EAP), paid time off, and additional voluntary benefits.

Benefits Include:

- Medical, dental, and vision insurance
- Life insurance
- Employee Assistance Program (EAP)
- Accident and hospital indemnity coverage
- Legal insurance
- Pet insurance
- Paid time off and company holidays
- Additional voluntary benefit options

How to Apply
Interested candidates should submit a resume and cover letter outlining their qualifications and experience to: HR@HuwaEnterprises.com

Applications will be reviewed as received and will continue until the position is filled.
For questions regarding this opportunity, please contact Human Resources at HR@HuwaEnterprises.com.

Additional Employment Information

- Proof of eligibility to work in the United States is required within three (3) days of hire.
- Direct deposit is a condition of employment.
- Employment may be contingent upon successful completion of a background check, motor vehicle record review, and/or drug screening, as applicable.
- Requests for reasonable accommodation in the application process may be directed to Human Resources.

Safety-Sensitive Position
This position has been designated as safety-sensitive. Employees are expected to perform their duties in a manner that protects the safety of themselves, coworkers, visitors, company property, and the environment.

Equal Employment Opportunity
Huwa Enterprises is an Equal Opportunity Employer and is committed to creating an inclusive workplace free from discrimination and harassment. Employment decisions are made without regard to race, color, religion, sex, age, national origin, disability, veteran status, genetic information, sexual orientation, gender identity, or any other protected status under applicable federal, state, or local law.

Join Huwa Enterprises and help maintain a headquarters that reflects the quality, professionalism, and excellence that define our company.