



GLOBAL CONTROLLER

CINCINNATI, OHIO

ABOUT THE COMPANY

Gorilla Glue has been a leader in the CPG industry for over two decades. Based in Cincinnati, Ohio and with a presence in Europe and Asia, Gorilla Glue is a family-owned business that prides itself on its collegial atmosphere and world-class products within a global portfolio of multiple brands. Leadership is focused on continued growth and improving operating efficiencies, accomplishing this through new product offerings and geographic expansion. They believe employees are their # 1 asset and enjoy a healthy work environment anchored on family values. Gorilla Glue lives by their mission, "We build brands people love, with products we believe in alongside people we care about". Gorilla Glue offers a 4 ½ day workweek (9 hours Monday-Thursday and ½ day Fridays) with 3 days in the office in Sharonville, Ohio.

THE OPPORTUNITY

- Are you ready to bring your extensive accounting leadership experience to a growing organization?
- Do you enjoy developing, and leading a global team while improving processes and systems?
- Are you a performance-based leader and business partner?



WHAT YOU'LL BE DOING

The Global Controller will partner with the CFO and Global Leadership Team in managing the company's ongoing evolution and growth. In addition to four direct reports and a total team of 16, this role will work with leaders in North America, Europe, and Asia Pacific to ensure the accurate and timely consolidation of the global results for the business. Areas of responsibility include general accounting, accounts receivable, accounts payable, fixed asset accounting, cost accounting, and global consolidations. This position is based in Sharonville, OH. The successful candidate will be a well-rounded global accounting and financial professional with solid leadership experience. Given the dynamic nature of the business, this executive must possess excellent analytical skills, communication skills, executive presence, operational experience, and the ability to influence and work effectively with senior management, family owners and the Board of Advisors. Ideally, this individual will have significant experience within a growing, global industrial manufacturing business.

WHAT YOU'LL BE DOING CONTINUED

The primary responsibilities of the Global Controller role are:

- Protect and preserve the critical assets of the organization and accurately report on financial position and operations to all internal and external stakeholders.
- Lead and develop a high performing accounting team and function.
- Provide timely and accurate information that enables organizational insight to execute strategic business initiatives and drive a risk intelligent culture.
- Provide financial and management information and analysis that enables the CFO and other stakeholders to shape the strategic direction of the organization to improve shareholder value.
- Balance capabilities, talent, costs, and service levels to fulfill the financial organization's controllership responsibilities efficiently.

The Global Controller will achieve this by performing the following:

- Managing the accounting function to ensure monthly reconciliation of all general ledger accounts. This includes developing the team that creates and implements policies and procedures to identify, resolve, and document accounting issues.
- Reviewing various balance sheet reconciliations, journal entries, schedules, and general ledger maintenance requests to ensure accuracy and maintenance of appropriate controls.
- Overseeing and driving accountability for results of accounts receivable/collections and accounts payable functions.
- Overseeing fixed asset accounting to ensure assets are set up properly for both book and tax compliance.
- Overseeing cost accounting to ensure standard costs are accurate and all inventory-related accounts reconciled. This includes the coordination of physical inventories.
- Leading revenue recognition processes, reconciliation, and controls.
- Consolidating financial statements on a timely basis to compare performance with operating plans and standards.
- Providing reports and assisting in interpreting the results of operations for all levels of management.
- Developing and delivering an appropriate controls environment, inclusive of development and periodic update of financial policies and procedures.
- Maintaining the integrity of the financial systems and data through maintenance and oversight of the Oracle ERP and FCCS modules.
- Identifying, designing, and implementing accounting process improvements, to simplify, standardize and streamline enterprise-wide efforts.
- Partnering with tax & treasury function to evaluate nexus and review, prepare, and submit all required filings.
- Owning the process to produce and ensure the accuracy of all schedules requested for financial reviews or audits, 401(k) plan audits, and tax filings. This includes serving as the primary liaison with external auditors.
- Advising the organization of GAAP/IFRS application for financial transactions and statements.
- Developing budgets, policies, and procedures to support the functional infrastructure.
- Partnering with HR on payroll, benefits, general ledger, and tax administration.
- Partnering with the CFO and Risk Management committees on corporate risk and insurance strategies as well as legal entity design.
- Assisting with special projects as required.



IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in accounting.
- A general understanding of IFRS is preferred.
- 10+ years of progressively responsible experience (manufacturing industry experience preferred).
- 5+ years of experience successfully leading and managing global finance teams with the ability to develop and motivate financial teams that achieve superior levels of performance.
- Demonstrated proficiency in ERP systems (Oracle preferred) and Microsoft Excel.

KEY PERSONAL ATTRIBUTES

- Strong work ethic, problem-solving abilities, and attention to detail.
- Strong analytical and strategic thinking skills.
- Decision-making capabilities and ownership mindset.
- Excellent communication and interpersonal skills, with the ability to lead, influence, and collaborate at all levels of the organization.
- Interest in connecting to people at all levels of the organization to build lasting relationships.
- Ability to thrive in a fast-paced, dynamic environment and manage multiple priorities.



LEARN MORE & APPLY

Gorilla Glue is recognized as a top place to work for 14 years running because of their commitment to creating a supportive and engaged workplace culture. They offer competitive compensation packages, comprehensive health & wellness benefits, and other perks and incentives to ensure employees feel valued and supported.

Joining the Gorilla Glue family means being part of a team passionate about building strong brands and promoting a culture of excellence. As an employee, you will be able to help create high-quality products and build brands that people love. Join them in an inspiring workplace where you can belong, grow, and make a difference.

Please visit [Gilman Partners' website](#) to apply.



Michele Plessinger
Partner, Executive Search
Consultant

mplessinger@gilmanpartners.com



Erica Drinnen
Executive Search
Consultant

edrinnen@gilmanpartners.com



Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.