



# CHIEF FINANCIAL OFFICER

## WEST CHESTER, OH

## ABOUT THE ORGANIZATION

Crescent is a leading, fifth-generation, family-owned supply chain partner headquartered in West Chester, Ohio. With a legacy spanning more than 170 years, Crescent has evolved into a nationally recognized provider of contract packaging, parts fulfillment, and integrated logistics solutions, serving many of the world's most respected consumer brands. The company delivers end-to-end capabilities that extend from the production line to the retail shelf—combining primary and secondary packaging, promotional assembly, warehousing, distribution, and transportation into a seamless, value-driven offering. Crescent's flexible, multi-client operating model and engineered solutions allow it to tailor services to the unique needs of each customer, driving efficiency, scalability, and cost optimization.

At the heart of Crescent is a deeply rooted commitment to people and customers. The organization is built on a philosophy often referred to as *The Crescent Way*—a mindset centered on continuous improvement, operational excellence, and long-term partnership. By investing in its workforce and fostering a culture of accountability and innovation, Crescent strengthens the competitive advantage of its customers while creating meaningful growth opportunities for its employees. Today, Crescent operates a national network supporting a diverse set of industries, including food and beverage, health and beauty, and consumer goods. Known for its high-touch service model and commitment to quality, Crescent serves as a trusted extension of its clients' supply chains—delivering reliable execution in increasingly complex and dynamic market environments.

This role is onsite at the corporate office in West Chester, Ohio.

## THE OPPORTUNITY

- Are you a successful accounting and finance leader with experience in the manufacturing, logistics, or services industries?
- Do you enjoy being a strategic leader partnering with the executive team to steer financial and operational aspects of an organization?
- Are you an entrepreneurial problem solver who works with a sense of urgency and builds healthy relationships with peers and partners?



## WHAT YOU'LL BE DOING

As a member of the executive leadership team, the CFO will serve as a guardian of the Crescent Way, ensuring that financial strategy, operational execution, and cultural alignment work together to drive long-term success. Key responsibilities include the following:

- Lead all financial operations while ensuring alignment with Purpose, Process, and People. This includes the accounting function to ensure the timely and accurate recording and reporting of business transactions and financial results. Ensure quality and integrity in all financial reporting, controls, and compliance efforts—'Do It Right.'
- Champion a culture of safety by ensuring all financial decisions align with risk management and 'Do It Safe' principles.
- Drive productivity through continuous improvement, automation, and efficient use of resources—'Do It Well.'
- Drive strategic planning and execution of the Annual Strategic Plan with a focus on sustainable growth.
- Provide strategic leadership for Crescent's tax strategy, including corporate, transactional, and ownership-related tax considerations.
- Partner with external tax advisors to optimize tax outcomes related to ongoing operations, capital structure, mergers and acquisitions, divestitures, executive compensation, and equity-based incentive programs, while ensuring alignment with family ownership objectives and long-term value creation.
- Lead financial modeling, ROI analysis, and support for RFPs and new business opportunities.
- Lead strategic partnerships with Bankers, Accounting firm, insurance, and any compliance/governance firm financially related to the company.
- Oversee M&A strategy, including evaluation, due diligence, and integration alignment with Crescent standards.
- Partner with operational leaders to improve KPI performance across Safety, Quality, Productivity, People, Customer Value, and Financial metrics.
- Provide executive oversight of IT to ensure secure, forward-looking, and value-driven technology investments.
- Build, develop, and lead high-performing teams, ensuring the right people are in the right seats.
- Align and optimize all resources to meet or exceed annual financial and budget targets.
- Provide financial leadership and oversight related to the broader ownership structure, including coordination with the family office, and estate/trust advisors to support long-term ownership, liquidity, and succession objectives.
- Interact with Crescent's fiduciary Board of Directors for Crescent's financial plans.
- Ensure all company stakeholders have the tools, resources, and understanding needed to leverage systems and vendors/suppliers in alignment with financial objectives.

## IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in accounting or finance required; MBA and/or CPA preferred.
- 10+ years of progressive financial leadership experience.
- Experience in operationally intensive industries such as manufacturing, logistics, or services preferred.
- Demonstrated ability to lead teams and drive cultural alignment.
- Strong knowledge of GAAP, financial planning, and operational finance.
- Experience supporting growth, transformation, or M&A environments preferred.



## KEY PERSONAL ATTRIBUTES

- Embodies the Crescent Way: Purpose-driven, process-oriented, and people-focused.
- Leads with integrity and a commitment to 'Do It Right, Do It Safe, Do It Well'.
- Strong communicator and relationship builder across all levels.
- Balances strategic thinking with hands-on execution.
- Drives accountability, performance, and continuous improvement.
- Resilient, adaptable, and energized by a fast-paced environment.



**Do it Right • Do it Safe • Do it Well**

## THE PAYOFF

- Collaborate with a talented and enthusiastic leadership team.
- Watch your efforts positively impact the company's growth and success.
- Receive a competitive salary, bonus, and full benefits package. This position is also eligible for the key executive phantom stock plan. Benefits include vacation, 401(k), and health, dental, and vision insurance.

Position will be in West Chester, OH.

**Please visit**  
**Gilman Partners'**  
**website to apply.**



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