



## Controller

Illinois | Full-Time

### **Own Financial Operations. Lead with Insight. Drive Business Impact.**

At **Halo Solar**, we believe strong businesses are built on clear, accurate financial foundations. As our **Controller**, you'll play a hands-on role in leading the company's accounting and financial operations—bringing structure, accountability, and clarity to how we track, manage, and understand performance.

You'll work closely with ownership and operations leadership, serving as a trusted partner in decision-making and a key driver in scaling Halo's financial infrastructure as the company continues to grow.

### **What Halo Can Do for You:**

- 100% paid Health, Dental & Vision premiums
- 15 days PTO + 8 paid holidays
- IRA with company matching
- Short- & long-term disability, life & AD&D insurance
- Employee Assistance Program (24/7 support)
- Cross-training and advancement opportunities
- Company-sponsored memberships
- Ownership of financial accuracy and reporting

### **The Role**

The Controller owns the financial operations and accounting execution of Halo Solar. Success in this role is defined by financial accuracy, operational discipline, and the ability to deliver clear, reliable insights that support business decisions and growth.

- Serve as a trusted partner to ownership and operations leadership, translating financial data into actionable insight
- Build structure, accountability, and consistency across accounting processes as the company scales



## **What You'll Do:**

### **Financial Reporting & Close**

- Own the monthly close process, ensuring timely and accurate financial statements
- Maintain the general ledger and ensure all accounting records are complete and reliable
- Prepare and deliver financial reporting that supports leadership decision-making

### **Cash Flow & Financial Management**

- Manage cash flow reporting, forecasting, and daily cash activity
- Oversee banking activity and maintain banking relationships
- Support lender reporting and financing requirements as needed

### **Project Costing & Performance Visibility**

- Prepare and review job costing and project profitability reporting
- Support work-in-progress (WIP) tracking and revenue recognition
- Partner with operations to improve visibility into project performance and financial outcomes

### **Accounting Operations & Process Improvement**

- Oversee accounts payable, accounts receivable, payroll, and related processes
- Develop and improve accounting policies, procedures, and internal controls
- Identify and implement process and system improvements to support growth

### **Compliance & External Coordination**

- Ensure compliance with sales tax, payroll tax, and regulatory requirements
- Coordinate with external CPA firms for year-end reporting and tax preparation

### **Planning & Financial Analysis**

- Support budgeting and forecasting processes
- Analyze operating results and provide actionable insights to leadership
- Build reporting structure and accountability across the finance function



## **Cross-Functional Support**

- Partner with operations leadership to align financial reporting with field performance
- Perform additional finance and operational support tasks as needed

## **Tools & Technology**

- Accounting systems and contractor software
- Microsoft 365 (Excel, Outlook, Teams)
- Financial reporting tools and internal systems

## **What You Bring:**

- Bachelor's degree in Accounting, Finance, or related field.
- 5+ years of accounting or finance experience, preferably within construction, electrical contracting, solar, or project-based industries.
- Strong understanding of job costing, project accounting, and construction-style financial reporting.
- Experience owning month-end close and financial statement preparation.
- Proficiency in accounting systems and Microsoft Office (especially Excel).
- Experience with contractor accounting software preferred (QuickBooks experience a plus).
- CPA designation preferred but not required.
- Excellent problem-solving skills.
- Positive attitude with strong verbal and written communication skills.
- Ability to prioritize and manage multiple tasks effectively while adapting to changing priorities.
- Deadline and detail oriented.
- Hands-on mentality with the ability to operate both strategically and tactically.

## **Physical Requirements:**

- Remain in a stationary position for extended periods of time; standing desks available to accommodate preference.
- Frequent use of a keyboard and mouse, which may involve repetitive motion and fine motor skills.



- Comfort with viewing computer screens for extended periods, including the ability to manage eye strain and fatigue. This may include the ability to adjust focus and use corrective lenses if needed.

### **Compensation: Base Salary:**

Base Salary: \$95,000 – \$135,000 (commensurate with experience)

### **Additional Details:**

- Reports to: CEO
- Location: Halo Office, Goodfield IL or Bloomington/Normal – On Site
- Category Type: Full Time, Exempt
- Benefits Package: Standard (100% employer-paid premiums)
- Must be able to pass a background check

### **To Apply:**

Please submit a copy of your resume as well as a brief note or cover letter describing your interest in the position to [apply@halosolar.net](mailto:apply@halosolar.net). Include the position you are applying for in the subject of the email.

*Halo Solar is proud to be an Equal Opportunity Employer. Our hiring practices provide equal opportunity for employment without regard to race, religion, color, sex, gender, national origin, age, United States military veteran's status, ancestry, sexual orientation, marital status, family structure, medical condition including genetic characteristics or information, veteran status, or mental or physical disability so long as the essential functions of the job can be performed with or without reasonable accommodation, or any other protected category under federal, state or local law.*

*Halo Solar reserves the right to modify, interpret or apply this job description as appropriate in its business judgment. This job description does not mean that these are the only duties, including essential duties, to be performed by the employee occupying this position. Employees will be required to perform any other functions or duties assigned to them by management. This job description is not an employment contract, implied or otherwise. The employment relationship remains "at-will."*