



Z1 Motorsports Controller

Headquartered in Carrollton, GA, Z1 Motorsports is the #1 direct-to-consumer (“DTC”) provider of automotive aftermarket parts, components, and kits for Nissan and Infiniti vehicles, primarily serving owners of the performance-oriented Nissan Z and Infiniti models. Z1’s leading destination website serves “enthusiast” owners of Japanese vehicles, and related professional installers. With thousands of SKUs in its portfolio, Z1 sells a mix of performance and repair parts under its own and third-party brands. Z1 operates out of its primary distribution center and HQ, as well as an overflow DC facility also in Carrollton, GA, supplemented by drop shipping by its vendor partners. Led by a strong leadership team, Z1 generates excellent profitability and has experienced high rates of organic growth across economic cycles, including through the pandemic. Z1 was recently acquired by Enthusiast Auto Holdings (EAH), a highly successful primarily direct to consumer provider of specialty automotive aftermarket parts which goes to market via six specialty brands. EAH’s leading destination websites serve “enthusiast” owners of German, domestic, and Japanese vehicles, and related professional installers. With the backing of Cortec Group, a premier private equity firm, Z1 is seeking to expand its accounting team to manage its organic growth and to continue an aggressive acquisition strategy.

Position Summary:

The Controller will facilitate the scalability of the business by playing a leadership role in financial and operational control; financial systems management; budgeting and planning; financial reporting; working capital and cash flow management; audit; taxes and supporting corporate development activities, including strategic acquisitions. The ideal candidate will have proven experience as a controller or accounting/finance manager in a senior role, preferably at a middle market company or division of a larger enterprise. He/she must have a detailed understanding of financial and operating metrics and the levers that drive profitability. This position is a part of the Z1 management team. As such, involvement in operational issues and opportunities, outside of accounting, is required. The Controller must be effective working through others on his/her team as well as with the HQ Controller, CFO and other members of leadership.

Responsibilities:

- Core Accounting
 - Own the financial close and reporting cycles, ensuring accuracy, timeliness, and compliance with GAAP standards
 - Manage and monitor all accounts and business systems, ensuring compliance with current and new GAAP standards and regulatory requirements
 - Implement accounting policies, practices, procedures, and chart of accounts, consistent with those sponsored by EAH accounting leadership.
 - Implement technical accounting interpretations and related documentation in coordination with EAH accounting leadership

- In coordination with EAH accounting leadership, help facilitate the financial systems integration of acquisitions as well as upgrades to Z1's systems
 - Support the cash flow management and forecasting process in collaboration with EAH: assure effective working capital management, receivables collections, and management of vendor payment/terms
 - Ensure accuracy and integrity of Z1's inventory and costing systems, including providing capitalization of appropriate ancillary inventory costs to the balance sheet (E.g. Freight In and Tariffs)
 - Maintain and oversee a payroll processing system sponsored by EAH accounting leadership
- Compliance and Control
 - In coordination and collaboration with EAH, enforce strong internal processes, and controls to maximize protection of company assets, policies, procedures, and workflows
 - Maintain a documented system of accounting policies and procedures
 - Work closely with EAH accounting leadership, to coordinate the timely and accurate completion of all tax and reporting compliance, including sales and use tax, global VAT/GST tax, state and federal income tax, property tax, 1099s, 5500 ERISA forms, etc.
- Reporting/Analysis
 - Support Z1 senior management and EAH accounting leadership in driving performance against financial and operating benchmarks and prepare prompt and consistently accurate operating results
 - Support and advise Z1 senior management with insightful financial analysis supporting operational management and driving profitable growth
 - Partner with internal stakeholders to drive process improvements, relevant analysis, and timely reporting
 - Assist HQ Controller and CFO in the annual budgeting process by working closely with all functional areas to define goals, including annual and rolling operating and capital budgets
 - Work with the Z1 leadership, HQ Controller and CFO to develop financial analyses to support strategic decision-making regarding capital investments, pricing, contract negotiations, significant costs, benchmarks, and other matters
 - Support HQ Controller and CFO in connection with the implementation of an ERP system.
- Team Management
 - Oversee, develop, and support an accounting staff with dynamic leadership that creates an environment of trust and productivity
 - Work with EAH Accounting leadership to define, benchmark and implement financial best practices throughout Z1

The Candidate:

- The ideal candidate will be a hardworking, take-charge, team-oriented leader who is willing to pitch in where needed. Our successful Controller candidate will have a track record of optimizing team performance and working with the HQ Controller and the CFO to drive the Company's overall financial performance.
- The successful candidate will possess the business acumen and professional presence to serve as a key decision maker, and as a trusted advisor and partner to the HQ Controller and CFO, as well as other executive team members in Carrollton, GA.

Education and Experience:

- The ideal candidate will have a demonstrated track record as a successful finance leader. Required experience includes:
 - Bachelor's Degree in Business, Accounting, Finance, or related discipline
 - Certified Public Accountant (CPA) designation, preferred - MBA a plus
 - Minimum 10 years accounting experience in a senior accounting or financial management role
 - Strong accounting background – well versed in all aspects of GAAP – purchase accounting experience preferred
 - Advanced knowledge of Excel and managing large Excel based models and data sets required
 - History of driving initiatives of continuous process improvements (close cycle, financial reporting, system-driven automation)
 - Hands-on knowledge of ERP systems – experience in implementation a plus
 - Experience with e-commerce and distribution business models.
 - Strong interpersonal and communication skills
 - Excellent analytical and organizational skills
 - Detail-oriented, ensuring impeccable quality of work
 - Ability to work closely with a senior management team and external stakeholders
 - Self-motivated and self-directed
 - Unquestioned ethics and integrity

Supervisory Responsibility:

Billing, Accounts Payable, General Accounting Staff and all Accounting Functions of Z1

Compensation

Compensation will be market and situation-based, corresponding to the experience level, credentials, and personal characteristics of the candidate. The package will include a base salary and annual bonus opportunity.

Non-Discrimination

Our company firmly supports the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status, or any other protected category pursuant to applicable federal, state or local law.