

Job Title: Finance Director
Location: Wallingford, Connecticut

Nel Hydrogen

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Hydrogen... the most abundant element in the universe is your ticket to a rewarding future. Every day there are reports of how hydrogen (produced by water electrolysis and renewable energy sources) is displacing fossil fuels, reducing greenhouse gasses, and helping to revitalize our planet.

Nel Hydrogen is the global leader in on-site hydrogen generation and the largest electrolyser manufacturer in the world. Armed with a full portfolio of water electrolysers and hydrogen fueling station technologies, Nel Hydrogen is leading the charge into the new green hydrogen economy.

If you are driven by personal initiative combined with loyalty and commitment to your team and the ability to convert complex issues into simple solutions, then we want to talk to you. Help make the world a better place. Join a company that is on the cutting edge of new energy innovations, with an energized, progressive culture.

POSITION SUMMARY

The candidate will direct the financial policies, planning, reporting, and controls for the PEM Electrolyser Division of Nel Hydrogen. The role will oversee all financial functions including accounting, budget, credit, risk, tax, compliance, and treasury. This position will work closely with Site Leader and the corporate CFO.

RESPONSIBILITIES:

Business Strategy and Leadership

- Develop a financial strategy linked to Nel’s business vision, mission, and objectives.
- Collaborate with stakeholders to develop KPI’s, pricing, and cost reduction strategies to help the business grow in ratings, revenue, and profit.
- Work closely with the Sales and Marketing leadership to analyze advertising, marketing, performance, and pricing.
- Provide financial support to analyze cost factors of products and projects.
- Lead, manage, and coach the finance team to achieve business and personal growth objective while holding staff accountable.
- Develop policies and procedures for Finance department.

Financial Management

- Create short-range forecasts and long-range plans.
- Provide critical evaluation of financials through variance analysis to Management. Audit company resources and capabilities to drive continuous improvements in profitability.
- Lead budgeting and forecasting processes.

- Manage monthly financial closes, formal estimates, and quarterly board presentations.
- Provide continuous risk and opportunity assessment and timely communication and advice to management teams.
- Oversee headcount and compensation reporting, HQ/Corporate reporting, Bad Debt/LTL balance tracking, internal audit requests, Capital expenditure management, Revenue support, partnership cash management / capital calls.
- Completion of ad hoc reporting requests, analysis, and special projects.
- Managing all tax planning, payroll, compensation, 401k plan, and compliance with all required federal, state, local, payroll, property, and other applicable taxes (including VAT where applicable)
- Accounting and reporting that comply with all legal standards and Nel group requirements.
- Prepare timely financial statements and reports including risk and production package, quarterly forecast, annual budgets and 5-year business plans.
- Responsible for establishing and maintaining an effective financial control system including a robust governance framework and reporting of any irregularities, lack of compliance, or problems to the Management, Division Lead, and Board of D.
- Implement and monitor internal controls to ensure Nel group alignment. Strengthen governance framework through internal benchmarking and best practices sharing. Drive standardization and process improvement.
- Responsible for the full spectrum of financial functions, including management analysis.
- Actively involved in developing, evaluating, and executing on capital expenditure projects. Ensure that the Nel Project Management Model is used for all capital projects.
- Maintain and develop relationship with local banks

Controllership

- Ensure balance sheet stewardship and manage the account reconciliation process
- Ensure overall financial policy & procedure compliance and maintain an effective internal control environment Identify, recommend, and implement continual process improvements and business efficiencies.

Continuous Improvement

- Dedicated to drive the implementation of Nel Business System (NBS) in Finance to improve finance processes as well as contribute to the overall competitiveness of the company.
- Participate actively in all continuous improvement projects related to cost, quality & service using NBS; Lean, Six-Sigma, Kaizen, or similar applicable methodology
- Work closely with business leaders to understand and drive opportunities for growth and cost management. Lead and provide financial appraisals on strategic initiatives.

QUALIFICATIONS:

Education

- Master's Degree in Accounting, Finance, Economics or Business Administration

- MBA required
- CPA and/or CMA preferred

Required Skills and Abilities

- A minimum of 10 years financial experience in an industrial or manufacturing environment preferably working with large scale projects.
- US GAAP experience.
- Minimum of five years of Managerial experience.
- Broad knowledge of finance, auditing, costing, controllership, and reporting at group level; this includes developing and presenting content for Board meetings.
- Experience with project costing and understanding of project management principals.
- International exposure/ experience working in a multi-national group including procurement and transfer of business from Europe.
- Strong business acumen with commercial sensitivity and experience with business negotiations.
- Ability to supervise and train staff, including organizing, prioritizing, and scheduling work assignments.
- Ability to develop, plan and implement short- and long-range goals.
- Experience working at a business experiencing significant growth is strongly preferred.

Competencies:

- Professionalism and ethics
- Governance, risk, and control
- Stakeholder relationship management
- Collaboration
- Business Strategy
- Team Building
- Leadership and management
- Communication
- Organization and prioritization
- Delegation
- Problem solver

The above statements reflect the principal functions of the position and shall not be construed as a detailed description of all work requirements that may be inherent in the job.

Nel Hydrogen provides comprehensive health and insurance benefits for its employees as well as a stock option plan. The Company offers competitive paid vacation time, sick leave, and holidays.

The Company has a published Code of Conduct that all employees are expected to follow.

Visas

- Nel will only employ those who are legally authorized to work in the United States. This is not a position for which sponsorship will be provided.
- Individuals with temporary visas such as E, F-1, H-1, H-2, L, B, J, or TN or who need sponsorship for work authorization now or in the future, are not eligible for hire.

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law. All employment is decided based on qualifications, merit, and business need.

To apply, please e-mail your cover letter and resumé to: nelctcareers@nelhydrogen.com.