WRAY EXECUTIVE SEARCH

TITLE OF JOB: **Director of Finance**

LOCATION: **New York/New Jersey Metro Area**

SUMMARY:

The organization is a multi-unit QSR restaurant franchisee. This is a newly created Director of Finance position, hired to build out financial leadership as the organization grows, and to bring dedicated financial rigor to a function currently spread across operations leadership.

The Director of Finance will oversee finance across the full portfolio (30+ locations and growing), reporting primarily to ownership and the VP of Operations. They will be the organization's senior-most finance leader, owning financial planning and analysis, reporting, budgeting, and controls across the restaurant portfolio, and will be involved in the organization's ongoing controllable-cost turnaround work.

Ideal candidate is someone who has operated inside a multi-unit or franchise environment and understands that restaurant finance is different from corporate finance — thin margins, labor-driven P&Ls, and decisions that need to hold up at the store level, not just on a spreadsheet. A hands-on builder rather than a pure strategist: this organization needs someone who will roll up their sleeves on process and reporting in year one, with the capability to grow into a more strategic advisor role as the organization scales. Turnaround/cost-recovery experience is a plus given the organization's current work, but not a hard requirement. Comfortable working closely with ownership and operations leadership day-to-day, not just at month-end, and comfortable managing a small team (initially an analyst and an office manager, with payroll oversight to follow).

RESPONSIBILITIES:

- Own the annual budgeting process and ongoing financial forecasting across the full portfolio
- Build and maintain store-level and consolidated P&L reporting, including margin and labor cost analysis
- Support the organization's controllable-cost turnaround work, translating store-level data into corrective action
- Manage cash flow, banking relationships, and capital planning for remodels, new builds, and equipment
- Partner with ownership and the VP of Operations on unit economics for new store development and acquisition decisions
- Oversee accounts payable/receivable and month-end close; manage and develop Business Analyst and Office Manager, with the payroll department eventually reporting into this role
- Ensure compliance with franchisor corporate financial reporting requirements and franchise agreement terms
- Own and grow the organization's relationships with its bank and CPA firm
- Build financial controls and processes that scale as the organization adds units
- Provide financial analysis and recommendations directly to ownership and the VP of Operations

REQUIREMENTS:

- Bachelor's degree in Finance, Accounting, or related field; CPA or MBA a plus but not required
- 7+ years of progressive finance/accounting experience, ideally including multi-unit restaurant, retail, or franchise operations
- Experience with cost-reduction or margin-recovery (turnaround) work is a strong plus, not required
- Direct experience with restaurant-level P&L management and unit economics

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- Experience managing and developing a small team (analyst/office manager level), with the ability to eventually oversee a payroll function
- Strong Excel/financial modeling skills; experience with restaurant POS and back-office systems (e.g. NCR, Restaurant365, or similar) is a plus
- Experience managing banking relationships, cash flow, and capital planning
- Track record building financial processes and controls in a growing organization, not just maintaining existing ones
- Strong communication skills — this person will present financial results directly to ownership

FOR POSITION REQUIREMENTS AND SPECIFICATIONS PLEASE CONTACT:

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