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Talalay Global, the largest producer of Talalay in the world and the only manufacturer in the United States, is searching for a Plant Controller! Our Talalay is used in millions of the finest mattresses, pillows and toppers around the globe. This is an exciting opportunity to join a world class team!

The Plant Controller position functions as a business partner with plant and financial management to effectively manage and control the business. Reporting to the CFO and a dotted line to the Vice President of Operations, key areas of responsibilities include spend analysis, material & labor variance analysis, forecasting, management and reporting, asset safeguarding and evaluating/tracking cost out opportunities. Will also partner with corporate financial staff, as required.

**Essential Duties and Responsibilities include the following**

**Financial Reporting/Forecasting:**

- Prepare monthly reports of results, monthly forecasts, annual operating plan and strategic planning for Cost of Goods Sold items
- Develop and/or review budget/forecast inputs such as component material cost, bills of material, labor & overhead rates, expense budgets for manufacturing and service departments
- Ensure bill of material and costing accurately reflect production operations
- Perform audits of bill of materials to ensure product costs are accurate and accounted for properly. Report audit results monthly
- Determine the appropriate inventory levels of finished goods and adjust the level based on production, shipping and returns.
- Ensure accuracy of physical inventory, investigate and explain variances

**Spend Analysis and Control:**

- Review labor reporting and cost, material costs, manufacturing overhead, distribution cost, returns and inventory levels. Highlight opportunities for improvement
- Cost analysis- review and understand major operational cost drivers including reporting of key parameters
- Labor analysis, including periodic reporting of key labor data/statistics
- Develop cost estimates for new product initiatives
- Review production variances (materials & labor) with management and help drive to root cause- in particular review of scrap data by area
- As needed, capture relevant material content, scrap, workforce, throughput rates of department for use in updating Standard to Actual
- Analyze potential excess and obsolete inventory items monthly
- Work closely with Operations Management to recommend optimum factory planning

**Other:**

- Responsible for internal controls at the plant for operations, sales and finance
- Attend daily plant production meeting

- Other Duties- Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required for the employee for this job. Duties, responsibilities and activities may change at any time with or without notice

**Education/Experience:**

- Bachelor's degree in Accounting or Business Administration
- 5+ years as a Plant Controller or Cost Manager in a manufacturing environment
- Knowledge and experience of accounting computer applications
- Good technical computing skills including high level excel, and ability to work with data across multiple platforms
- Experience using an ERP system
- Inventory Management experience is a plus

**Skills and Abilities:**

- Highly motivated self-starter with the ability to drive for results
- Attention to detail and accuracy
- Good problem analysis and problem-solving skills
- Investigative mind
- Team player who can work well on a cross-functional basis with excellent communication skills
- Ability to prioritize and plan work activities. Uses time efficiently, develops realistic action plans

**Benefits:**

Talalay Global recognizes that talented people are attracted to companies that provide competitive pay, comprehensive benefits packages and outstanding advancement opportunities. For this reason, we offer a Comprehensive Benefit Plan that includes:

- Medical and Dental Coverage
- Vision Care Coverage
- Disability Insurance
- Employee Life Insurance
- Flexible Spending Accounts
- 401k and company paid pension plan
- Paid Time Off

Talalay Global is an Equal Employment Opportunity/Affirmative Action/Drug-free workplace employer.