

TRICOR CHIEF FINANCIAL OFFICER

TRICOR Central Office

Salary Range \$99,393 - \$127,582 Annually

Job Class: Executive

SG 23

Location: Nashville, TN



Position Location:

TRICOR Central Office
6185 Cockrill Bend Circle
Nashville, Tennessee 37209

To apply send resume/application
and salary requirements via email to:

TRICOR.HumanResources@tn.gov

Or by mail to:

TRICOR
6185 Cockrill Bend Circle
Nashville, TN 37209

For more information contact:

Nikki Turner
615.741.1779



*All State of Tennessee facilities
are smoke free environments.
The State of Tennessee is an
equal opportunity, equal access,
affirmative action employer.*

Job Description:

This position is responsible for leading the Business Support Services division within the organization. Areas include all financial operations, in accordance with generally accepted accounting principles issued by the Financial Accounting Standards Board and regulatory entities, budgeting, purchasing, and risk management. Provide strategic direction and analysis to assist in organizational decision making.

Primary Responsibilities:

- Ensure individual actions and those of the division are consistent with the mission, vision and values of the organization at all times.
- Provide strategic financial direction for the organization that supports the mission, vision and values.
- Plan, develop, organize, implement, direct and evaluate the organization's fiscal function and performance.
- Participate in the development of the organization's plans and programs as a strategic partner.
- Evaluate and advise on the impact of long range planning, introduction of new programs/strategies and regulatory action.
- Provide timely and accurate analysis of budgets, financial reports and financial trends to assist the CEO, Board of Directors and other senior executives in performing their responsibilities.
- Manage, direct and develop reconciliation's between the state financial system and the TRICOR manufacturing, inventory and accounting systems.
- Provides accurate, complete and timely submission of required financials reports, forecasts, quotations and budgets.
- Develop and/or enhance, implement and enforce policies, procedures and processes through management and work systems designed to improve the overall operation and effectiveness of the organization.
- Conduct Direct the development, implementation, operation, maintenance and control of essential financial support systems.
- Provide solutions to current and future business challenges.
- Analyze the status of the business and provide reports to the Board of Directors on a quarterly basis.
- Develop ad hoc reports, analyze information and write narratives to enhance the decision making process.
- Evaluate information and make decisions and recommendations for alternative courses of action that will result in greater efficiencies and effectiveness.
- Recommend continuous improvement projects for the organization.
- Lead professional and personal growth initiatives with the division.

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Education, Experience and Qualities:

- Bachelor's degree with a major in accounting, business administration or finance required.
- Master's degree and CPA preferred
- Five plus years of financial management experience in a business environment with budget responsibility exceeding \$25M.
- Government finance experience also is a plus.
- Experienced leader and financial executive with strong analytical skills.
- Creative with high ethical standards and an appropriate professional image
- Must be able to pass a background check and drug screen.

Key Competencies:

Time Management, Business Acumen, Decision Quality
Functional/Technical Competency, Intellectual Horsepower, Perspective
Problem Solving, Technical Learning, Ethics/Values, Integrity/Trust
Delegation, Developing Direct Reports and Others, Managing Through
Systems, Organizing, Planning, Managerial Courage, Standing Alone
Action Oriented, Drive for Results, Comfort Around Higher Management
Verbal/Written Communication, Presentation Skills, Boss Relationship
Caring About Direct Reports

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State of Tennessee Benefits

Health Insurance	401K & Retirement Pension Plans
Dental Insurance	Textbook Reimbursement
Vision Insurance	Continuing Education Discounts
Incentive Plan (subject to plan criteria)	Employee Learning & Development
Flexible Spending Accounts	Life Insurance

For more information regarding health options you may visit:

<https://www.tn.gov/partnersforhealth.html>

For State of Tennessee pension plan and
Deferred Compensation – 401K:

<http://treasury.tn.gov/Retirement/Retire-Ready-Tennessee/for-State-Employees>

TRICOR exists to provide occupational and life skills training for Tennessee's incarcerated population through job training, program opportunities, and transitional services designed to assist Offenders with a successful reintegration into society. TRICOR operates multiple businesses ranging from data entry and printing to agriculture and manufacturing. TRICOR offers Tennessee's state, county and local government's quality goods and services and competitive pricing.

TRICOR transforms lives on a daily basis.

TRICOR designs programs to make an impact on the lives of offenders and prepare them for success after release.



TRICOR is committed to continuous performance improvement, which enhances the impact it has on the offender workforce by making them a critical part of a team driven by internationally-recognized high performance standards. To accomplish this, TRICOR uses the Malcolm Baldrige Framework and participates in the Tennessee Center of Performance Excellence (TNCPE) process. TNCPE, a non-profit organization dedicated to making Tennessee a better place to live and work through use of the national Baldrige Excellence Framework, has provided TRICOR with the tools and development necessary to move our organization toward best in class status. Our involvement has not only strengthened our business and program operations, but is providing our offender workforce the opportunity to work and develop their skills in an environment, which prepares them to achieve self-sufficiency once released from prison.