



Job Title: Controller

Company: Legacy1846 Outdoor Group, LLC– Sales & Marketing Agency and Sourcing Specialist in the Outdoor Industry

Location: Aurora, Ohio/Hybrid

Reports To: CFO/CEO

Role Summary

As Controller, you serve as the financial leader for a dynamic, fast-paced organization that operates both as a sales representation agency (Brands) and a sourcing company focused on the outdoor space (hunting, fishing, camping, hiking, tactical, and adventure gear). You are responsible for overseeing all financial operations, ensuring accurate reporting, maintaining strong internal controls, and providing strategic financial insights that support revenue growth, margin optimization, and operational efficiency across both the agency and sourcing divisions.

You will work closely with operations leadership to drive profitability in a competitive, seasonal, and trend-driven industry.

Key Responsibilities

Financial Reporting & Accounting

- Lead month-end, quarter-end, and year-end close processes with timeliness and accuracy.
- Prepare and analyze financial statements (P&L, Balance Sheet, Cash Flow) for all operating companies.
- Manage multi-entity consolidation.
- Oversee revenue recognition for agency commissions and sourcing activities.
- Provide detailed financial variance analysis, particularly around gross margins on sourced products and campaign profitability.

Budgeting & Forecasting

- Work closely with CFO/ CEO and play significant role in annual budgeting and monthly/quarterly re-forecasting processes.
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- Develop and maintain financial models to support new brand acquisitions and product sourcing opportunities.
- Monitor cash flow closely, given the seasonal capital-intensive nature of product sourcing and extended payment terms common in the outdoor industry.

Compliance & Controls

- Ensure compliance with GAAP and all federal, state, and local tax requirements.
- Maintain robust internal controls over financial reporting, inventory, and procurement.
- Manage relationships with external auditors, tax preparers, and banking partners.

Strategic Support

- Partner with the CFO/CEO and leadership team on pricing strategy, vendor negotiations, and new business opportunities.
- Provide financial analysis for potential new brand clients and sourcing partnerships in the outdoor space.
- Support M&A evaluation and due diligence if the company pursues acquisitions or strategic investments.
- Identify cost-saving opportunities and efficiency improvements across marketing operations and global sourcing.

Team Leadership

- Manage and develop the accounting/finance team.
- Foster cross-functional collaboration with Brand and sourcing teams.

Human Resources and Payroll

- Onboarding new employees and processing payroll with Third Party vendor.
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Qualifications & Experience

- Education: Bachelor's degree in Accounting or Finance required; CPA preferred.
 - Experience: 7+ years of progressive accounting experience, with at least 3 years in a Controller or similar leadership role.
 - Industry Experience: Prior experience in consumer products, outdoor industry, manufacturing, importing/sourcing, or agency services is highly desirable.
 - Technical Skills:
 - Advanced proficiency in QuickBooks, NetSuite, or similar ERP systems.
 - Strong Excel modeling and data analysis skills and familiarity with Office 265
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Ideal Candidate Profile

- Strategic thinker who can balance the creative, fast-moving nature of a sales & marketing agency with the operational rigor of global product sourcing.
 - Hands-on leader comfortable in a dynamic company environment.
 - Strong communicator who can translate financial data into actionable business insights.
 - High integrity with excellent attention to detail and organizational skills.
 - Passion for the outdoors (hunting, fishing, camping, etc.) is a significant plus.
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This role is central to the company's success, providing the financial backbone that allows the sales & marketing and sourcing teams to focus on delivering exceptional results for clients and bringing high-quality outdoor products to market.