NOW HIRING
ACCOUNTING MANAGER

LUND MANUFACTURING | Farley, Iowa | Full-Time

Department	Reports To	Compensation
Accounting	President	$75,000–$95,000 annually

Position Summary

Lund Manufacturing seeks an organized, analytical, and results-oriented Accounting Manager to take ownership of accounting functions, financial reporting, KPI development, job costing, and financial analysis. This position also reviews key HR and insurance processes and supports operational improvements. As a key member of the management team, the Accounting Manager will help guide the success of the operation by providing financial insight, identifying opportunities for improvement, driving accountability, and supporting informed business decisions. The Accounting Manager is accountable for accuracy, deadlines, problem resolution, and follow-through, and partners with leadership and an outside CPA firm for higher-level accounting guidance and tax planning.

Accounting & Financial Management

- Own the accuracy, completeness, and timeliness of accounting records and financial reporting.
- Oversee, and where necessary complete, accounts payable, accounts receivable, billing, collections, general ledger, and QuickBooks Enterprise records.
- Take ownership of and complete weekly payroll accurately and on schedule, including verification of timekeeping data, deductions, and payroll records.
- Ensure bank, credit card, and general ledger reconciliations and monthly close are completed on schedule.
- Prepare monthly financial statements, cash flow projections, budgets, forecasts, and variance analyses.
- Maintain fixed asset records; coordinate depreciation, tax preparation, and accounting reviews with the outside CPA.
- Establish financial controls, resolve discrepancies, and hold responsible personnel accountable for procedures.

KPI Reporting & Business Performance

- Own weekly and monthly KPI dashboards, reporting schedules, data quality, and continuous improvement.
- Track revenue, margins, cash flow, receivables, labor costs, sales per employee, productivity, scrap, inventory, departmental expenses, etc.
- Identify trends, investigate root causes, present results to management, and recommend corrective actions.
- Assign, track, and follow up on performance-related action items to ensure completion.

Job Costing & Manufacturing Analysis

- Own and improve job and product costing for materials, labor, machine time, and overhead.
- Compare actual costs with estimates and quotes; identify unprofitable products, customers, and processes.
- Partner with production to improve labor, material, and production cost data and accountability.
- Review inventory valuation, work in process, and cost allocations; investigate variances.
- Support pricing, quoting, equipment purchases, and capital investment decisions with analysis.

Operational Improvements

- Proactively identify and own assigned cost-reduction, efficiency, reporting, and process improvement initiatives.
- Partner with department managers to set measurable goals, responsibilities, timelines, and follow-through.
- Improve data flow between accounting, production, purchasing, and management.
- Evaluate automation and software opportunities; measure and report financial results of improvements.

Human Resources Process Oversight

- Review—not routinely administer—onboarding, offboarding, personnel records, and timekeeping processes; oversee payroll controls and accuracy.
- Evaluate benefits enrollment, PTO, attendance tracking, HR policies, and administrative workflows for consistency and appropriate controls.
- Identify weaknesses, recommend improvements, assign accountability, and verify corrective actions are implemented.
- Coordinate with outside HR, payroll, or legal specialists when necessary; protect confidential employee information.

Insurance & Risk Management

- Perform insurance review and renewal process, including deadlines, broker coordination, and documentation.
- Review property, liability, workers' compensation, auto, umbrella, and other coverage for gaps, costs, and risks.
- Oversee insurance audit preparation and review workers' compensation claims trends and health insurance processes.
- Track recommendations and ensure timely resolution of insurance-related issues.

Financial Planning & Management Support

- Own assigned financial plans, lender reporting, management analysis, and special projects.
- Provide timely, actionable recommendations on financial risks, opportunities, financing, and capital expenditures.
- Participate in management meetings; track commitments through completion and communicate progress.

Qualifications

Required: 5+ years of accounting or financial management experience; strong financial statement and general ledger knowledge; advanced Excel; QuickBooks or comparable software; analytical reporting; organization, communication, confidentiality, independent judgment, and demonstrated ownership and accountability.

Preferred: Degree in accounting, finance, or business; manufacturing experience; job costing and inventory accounting; QuickBooks Enterprise; iSolved; KPI dashboards; internal controls; insurance and HR process oversight; operational improvement experience.

Ideal Candidate

Self-starter who appreciates autonomy, strives for growth, proactively solves problems, establishes clear accountability, and focuses on measurable improvements rather than task completion alone.

Measures of Success

- Accurate financial records, reconciliations, and timely monthly reporting.

- Reliable KPI reporting, job costing, cash flow monitoring, and receivables management.
- Documented process improvements, cost savings, and corrective-action follow-through.
- Effective review of HR and insurance processes, with clear owners and completion dates.
- Consistent ownership, accountability, problem resolution, and delivery of results.

Benefits

- Health, dental, and vision insurance options.
- Company-paid life insurance and short- and long-term disability coverage.
- 401(k) retirement plan with company match up to 4% of employee contributions (eligibility applies).
- Paid vacation and company-paid holidays.
- Optional accident and critical illness insurance.

Overall Objective

Maintain accurate financial operations while actively helping guide the success, profitability, efficiency, and long-term growth of Lund Manufacturing. Success requires taking ownership of responsibilities, establishing accountability, identifying opportunities for improvement, and following through to achieve measurable results.

TO APPLY

To apply, email your resume to info@lund-diecast.com.
Lund Manufacturing, Inc. — Farley, Iowa