

Financial Controller

Job Title: Financial Controller

Department: Finance

Reports To: General Manager

Location: Hibbing, MN

FLSA Status: Exempt

Job Type: Full-Time

Drug & Alcohol Policy Classification: Non-Mandate

Salary Range: \$95,000-\$129,000 per year, depending on experience and qualifications.

Position Summary

The Financial Controller is responsible for overseeing all financial management, accounting operations, and reporting functions for HPU. This role ensures the accuracy and integrity of financial data, compliance with regulatory and rate-setting requirements, and effective stewardship of the organization's financial resources. The Controller provides strategic financial leadership, supporting the utility's mission to deliver reliable and affordable services to customers.

Key Responsibilities

- Oversee all accounting operations, including billing, accounts payable, accounts receivable, payroll, and general ledger.
- Manages utility rate structures and HPU assets by establishing financial policies, procedures, controls, and reporting systems.
- Prepare monthly, quarterly, and annual financial statements in accordance with regulatory standards.
- Manage the preparation of financial reports for management, the commission, auditors, and regulatory bodies.
- Achieves budget objectives by scheduling expenditure, analyzing variances and initiate corrective action.
- Coordinate the annual audit and ensure timely resolution of audit findings.
- Lead the annual budgeting and forecasting process, including revenue projections, expense planning, and capital budgets.
- Provide variance analysis and recommendations to improve financial performance.
- Support rate case development and financial modeling for rate adjustments and capital projects.
- Ensure compliance with all financial reporting requirements under local, state, and federal regulations.
- Maintain cost accounting systems that comply with regulatory and rate-making standards.
- Prepare and submit financial reports required by the commission and other governing agencies.
- Advise senior management on financial strategies, capital financing, and long-term planning.
- Support risk management, insurance, and internal control activities.
- Supervise and develop finance and accounting staff, fostering a culture of accountability and continuous improvement.
- Collaborate with operations, engineering, and customer service teams to align financial and operational goals.
- Manages cash flow and treasury functions.

Qualifications

- Bachelor's degree in Accounting, Finance, or related field required.
- 7–10 years of progressive accounting or finance experience.
- Strong knowledge of GAAP, utility accounting principles, and regulatory reporting standards.
- Experience with financial reporting software, Microsoft systems, and utility management systems.
- Exceptional analytical, problem-solving, and financial modeling skills.
- Ability to interpret complex regulatory and rate structures.
- Strong leadership and communication skills with the ability to present complex financial data to non-financial stakeholders (e.g., commission, regulators, and city councils).
- High attention to detail and commitment to integrity and transparency.

Preferred Qualifications

- Master's degree in Accounting, Finance, or related field.
- Certified Public Accountant Certification (CPA)
- Experience with regulatory accounting, FERC Chart of Accounts, and utility rate making.

Work Environment

- Primarily office-based with periodic site visits to operational facilities.
- Occasional evening or weekend hours may be required for commission meetings or reporting deadlines.
- Occasional travel to project sites or client meetings.
- Physical Requirements:
 - Sitting 80%, Standing 10%, Walking 10%, Lifting up to 25 lbs

Benefits:

- Competitive salary
- Retirement through Public Employee Retirement Association (PERA)
- 457(b) with Employer match
- Comprehensive medical, dental, and vision insurance
- Life insurance
- Employee assistance program (EAP)
- Generous paid time off (vacation and sick leave)
- Paid holidays

To Apply:

Send resume and cover letter to applicants@hpuc.com

