



5855 U.S. Hwy 11
Springville, AL 35146
www.esbgroup.net

01/09/2026

Position: Controller / Senior Accountant

Location: Springville, Alabama

Employment Type: Full-Time

Reports To: CFO

Industry: Construction / Audio-Visual Integration

Position Summary:

This position is the senior accounting role in the company and is responsible for the full accounting cycle. The role includes daily work in the accounting system, monthly close, job cost accounting, tax filings, management, and financial reporting.

This role also oversees accounting processes and supports management decisions. You will be expected to understand how jobs are billed, how costs hit projects, how payroll flows through the books, and how taxes and compliance are handled. If you like the details and helping a company grow, you should apply.

Essential Duties & Responsibilities:

Day-to-Day Accounting & Close

- Handle hands-on accounting work for a construction / audio, video, lighting company
- Own the monthly close from start to finish
- Prepare and post journal entries, accruals, prepaid expenses, and depreciation
- Reconcile balance sheet accounts monthly
- Maintain the general ledger and keep it clean
- Close accounting periods in QuickBooks
- Prepare schedules and documentation for the CPA
- Answer CPA questions and support audits and reviews

Job Costing, WIP & Cash Flow

- Maintain and review job cost reports
- Prepare Work-in-Progress (WIP) schedules
- Monitor project profitability and flag problem jobs
- Track change orders and their financial impact
- Communicate with project managers on percent complete and billing status
- Prepare cash flow forecasts for upcoming project payments

- Coordinate with bonding agents on completed contract values

Taxes, Compliance & Licensing

- Handle sales and use tax review, reconciliation, filing, and payment
- Review tax treatment on vendor invoices and customer billings
- Coordinate general contractor license renewals in multiple states
- File required annual state reports
- Support bonding, lender, and audit requests
- Maintain internal accounting controls

Payroll, Compensation & Oversight

- Review payroll totals, overtime, and job allocations before final processing
- Post payroll journal entries and reconcile payroll to the general ledger
- Support payroll tax filings and reconciliations
- Handle sales commissions, spiffs, and bonus programs
- Coordinate insurance renewals and audits (general liability, workers' comp, equipment, cyber)

Qualifications:

Required

- Bachelor's degree in Accounting or Finance
- 7+ years of accounting experience, preferably in construction or related trades
- Strong understanding of job cost accounting and WIP reporting
- Experience supervising accounting staff
- Proficiency with accounting software (QuickBooks Enterprise or similar)
- Strong Excel skills
- High attention to detail and internal controls

Preferred

- Construction, contracting, and/or subcontracting
- Multi-state construction accounting experience
- Experience with owner-led or closely held businesses
- HR compliance exposure in a regulated environment

Knowledge, Skills & Abilities:

- Strong analytical and problem-solving skills
- Ability to manage deadlines and multiple priorities
- Clear written and verbal communication skills
- Ability to work independently with minimal supervision
- Professional judgment when handling sensitive financial matters

Compensation & Benefits:

- Starting Base Salary: \$90,000+ annually, with the final offer determined by the candidate's specific experience, qualifications, and aptitude.
- Health insurance options
- Retirement plan options
- Paid time off and holidays
- Stable, Long-term position in a growing company

Work Environment:

- Office-based position with regular interaction with ownership and project teams
- Standard business hours with increased workload during month-end and year-end

Equal Employment Opportunity

- The ESB Group, Inc. is an equal opportunity employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, or any other protected status.

How to Apply:

- Email your resume to: careers@esbgroup.net
- Subject Line: **Controller / Senior Accountant**