

CREO is seeking a seasoned Chief Financial Officer to play a pivotal role in shaping the company's financial plan and aggressive growth strategy. The Chief Financial Officer plays a pivotal role in shaping the company's financial plan and aggressive growth strategy. As a cornerstone of the executive team, this position reports directly to the CEO and brings deep experience, providing strategic oversight to support CREO's rapid growth within the healthcare and life science consulting industry. The CFO is 'hands-on' and has a track record of leadership, team building and cross functional collaboration. The CFO is highly proactive and comfortable working with a lean staff in a dynamic entrepreneurial environment. The CFO is responsible for setting the pace for finance to support the company's growth journey.

POSITION RESPONSIBILITIES

Executive Leadership Acts as the company's chief finance & technical accounting expert, extending support to the CEO, individual business functions, private equity partners and offering insightful recommendations to progress the business. Provides technical and financial model support ensuring alignment with the company's overarching vision and mission. Partners with senior management and other company leaders on formulating and driving business strategies. Focuses on ensuring the firm operates with a continuous improvement and forward-thinking mindset, always prepared for future challenges and opportunities.

Accounting Function Leadership Sets and drives the accounting vision and objectives, rapidly addressing gaps and advancing processes to align with organizational goals. Engages in regular, transparent communication with staff, direct reports, and external stakeholders, focusing on refining administrative and financial processes for scalable growth. Collaborates with auditors to ensure efficient and timely audit, proactively addressing findings and fostering a culture of continuous improvement. Leads the consolidation of accounting functions for multiple entities, ensuring seamless integration. Consistently analyzes financial data and presents financial reports and key metrics in an accurate and timely manner; clearly communicates monthly, quarterly, and annual financial statements; monitors progress and changes and keeps executive leadership and project managers/leads abreast of data needed to drive results. Oversee all accounts, ledgers, and reporting systems ensuring compliance with appropriate GAAP standards and regulatory & banking

requirements. Financial Strategy & Planning Directs annual strategic planning, budgeting, and forecasting processes, ensuring the organization works with updated and accurate financial reporting and KPI assessments. Performs budget-to-actual variance analysis, and reforecasts when and as needed. Maintains a 13-week cash forecast, collaborating with colleagues to optimize forecast accuracy and derive appropriate cash-management action plans. Spearheads M&A transactions from inception through post-acquisition integration, providing thorough assessments of financial forecasts, valuation ranges, and modeling assumptions. Shares in-depth strategic insights on business performance, emphasizing P&L, KPIs, and other critical metrics.

REQUIRED QUALIFICATIONS, SKILLS, AND EXPERIENCE Masters' Degree in Accounting, Finance, or Business Administration. Active CPA credential. 15+ years of experience in financial management roles, technical accounting, and/or financial reporting. 7+ years' experience providing leadership and oversight of finance and accounting teams. Excellent communication and presentation skills, with the ability to convey complex financial information to diverse audiences. Sound knowledge of accounting principles, financial regulations, and compliance. Established track record working for PE-owned businesses with revenues in the \$15M to \$100M revenue range. Experience in healthcare, life science or professional services businesses. Proven experience building budgets, EBITDA forecasts, and cash forecasts to guide and support executive management decision making. ' experience with management reporting dashboards. Experience leading a business through a period of rapid growth, including the implementation of efficient and scalable systems. Experience with buy-side M&A transactions. Exhibits executive presence and acumen required to promote the business and strategy with strategic partners, investors, and clients.

ABOUT CREO CREO is the preferred consultancy to the world's most promising companies that seek to improve human health. We serve growing life sciences, healthcare, and private equity portfolio companies. Our expertise and knowledge in Strategy, M&A, Digital Transformation, Cybersecurity, and IT Quality & Regulatory Compliance help organizations improve today's business performance and develop tomorrow's clinical innovations. Founded in 2015, CREO is headquartered in North Carolina's Research

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