

The Whalen Company – Controller Job Posting

The Whalen Company has an opening for an experienced Manufacturing Controller at its Easton, Maryland plant location. Established in 1962, The Whalen Company is one of America's most innovative leaders in the commercial heating and air conditioning industry providing packaged heat pumps, vertical stacked fan coil units and heat pumps for applications worldwide including hotels, condominiums, apartments, senior living facilities, office buildings, schools and dormitories. Whalen is a subsidiary of VAST Industrial Corporation, located in Ontario, Canada. VAST owns various manufacturing companies and delivers high-value steel and manufacturing solutions to clients throughout North America and beyond.

The Controller is responsible for overseeing all financial and accounting operations of the company, ensuring accurate financial reporting, maintaining strong internal controls and effective financial management across production activities, and supporting strategic decision-making. This role manages accounting functions, leads the month-end close process, and partners with the CFO and senior leadership to drive financial performance and operational efficiency. This role supports operational leadership by providing insight into manufacturing costs, inventory, labor efficiency, and overall plant financial performance.

Key responsibilities include the following:

- Financial Reporting & Accounting
- Cost Accounting & Manufacturing Analysis
- Inventory & Operational Finance
- Internal Controls & Compliance
- Cash Management
- Financial Planning & Analysis / Budgeting
- Leadership & Collaboration
- Systems & Process Improvement

Qualifications include the following:

Required

- Bachelor's degree in Accounting, Finance, or related field (Master's degree or MBA preferred).
- 7+ years of progressively more responsible accounting or finance experience, 3+ in manufacturing.
- Experience in public accounting or a leadership role in corporate accounting.
- Solid knowledge of standard costing, inventory accounting, and cost/variance analysis.
- Strong analytical and advanced Excel skills; proficiency with accounting software and ERP systems (INFO Visual ERP preferred)
- Strong understanding of GAAP, financial reporting and internal controls.

Preferred

- CPA or CMA certification.
- Experience with mergers and acquisitions or corporate restructuring.

Key Competencies

- Strong analytical skills and deep understanding of manufacturing cost drivers.
- Strong communication and ability to partner with operations.
- High attention to detail and accuracy.
- Proficiency in leading teams and managing multiple priorities.
- Strategic growth mindset with hands-on execution.

Employee Benefits Include:

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| ▪ Weekly Pay | ▪ 401(k) |
| ▪ Medical, Dental, Vision Insurance | ▪ 9 ½ Paid Holidays per year |
| ▪ Company Paid Life & Disability Insurance | ▪ Company Paid Vacation and Sick Leave |

Pay Range for this position is \$120,000 to \$160,000 base, plus bonus.

How to apply for this Whalen position: Email Cover Letter and Resume to Human Resources:

hr@whalencompany.com