



<https://evergreen.partners/careers/controller/>

Controller

Position Overview

Evergreen is seeking a strategic, systems-minded Controller to lead the operations, systems and strategic initiatives of the Finance team. This leader will ensure the accuracy, compliance, and scalability of Evergreen's financial infrastructure, while also driving process improvement, reporting efficiency, and cross-functional alignment as a technical operator.

As a key member of the Finance leadership team, the Controller will oversee finance operations through the Director of Accounting, direct management of the project accounting team and serve as a key partner to FP&A, operations and executive leadership.

The controller will serve as the operational lead for Workday Financials (FINS) – owning adoption, data integrity, process improvement, cross-functional alignment and issue resolution in partnership with technical resources in Digital Operations.

This leader will collaborate across functions to ensure financial operations effectively support and enable the broader business. They will proactively identify how changes in one area impact others and help teams understand the “what” and “why” behind process changes.

The controller is a member of the Finance & Operations Team and reports to the SVP of Finance & Operations. Work can be done either in-person in our Middleton, WI office, hybrid or fully remote.

Essential Functions

Strategic Financial Leadership

- Serve as the accountable owner of Evergreen's accounting policies, internal controls, and financial integrity.
- Drive the development of scalable accounting processes, reporting structures, and operational rigor to support business growth.
- Provide oversight and coaching to team leads responsible for core accounting functions (GL, AP/AR, project billing, payroll, cash).
- Serve as a senior partner to FP&A, Legal, Operations, and executive leadership on finance-related policies, data, and reporting.

Workday Financials Ownership

- Act as business owner of Workday Financials (FINS) and related finance system integrations.
- Oversee initial system configuration, including chart of accounts design and foundational data model, ensuring alignment with business needs and best practices.
- Lead the evolution of Workday capabilities post go-live in partnership with Digital Operations—focusing on automation, reporting, compliance, system integrity and cross-functional design and optimization.
- Manage relationship with financial technology vendors and partners to

Hiring organization

Evergreen Healthcare Partners

Job Location

6720 Frank Lloyd Wright Ave, Suite
200, 53562, Middleton, WI, USA

ensure high-quality service delivery, system support and alignment with business goals.

Financial Reporting & Compliance

- Ensure timely, accurate preparation of internal and external financial statements in accordance with U.S. GAAP.
- Lead monthly and annual financial close cycles in collaboration with the Director of Accounting Operations.
- Oversee preparation for financial review and partner with VP of FP&A on annual budgeting processes.
- Maintain and evolve Evergreen's internal control environment, risk mitigation practices, and documentation standards.
- Develop and maintain finance-specific dashboards and reports to monitor key performance indicators (KPIs), compliance metrics, and process adherence; collaborating with key digital operations resources as appropriate.

People Leadership & Team Oversight

- Lead through others by managing, mentoring, and holding accountable the Director of Accounting Operations and their team.
- Provide direct leadership of the Project Accounting function, ensuring accurate project-level tracking, change management, billing and reporting.
- Partner cross-functionally to evaluate and support the development of a scalable billing and disbursements operation as the company expands.
- Lead all aspects of team operations, including onboarding, coaching, performance management, career development and team communication (e.g. one-on-ones, team meetings, project updates)
- Ensure adherence to policies, procedures, deadlines, and compliance requirements.
- Foster a positive and inclusive work environment, promoting employee engagement, well-being, collaboration, innovation, and accountability.

General

- Uphold Evergreen's mission (Create authentic partnerships that improve healthcare) and values (Care Personally, Extend Grace, Be Responsive, Take Ownership, Be Transparent, Innovate)
- Cultivate meaningful relationships across Evergreen and with external partners
- Embrace radical candor by developing relationships across Evergreen and providing direct feedback and recognition at all levels
- Communicate in meetings, one-on-ones, and daily interactions with clarity, purpose, and respect for the individuals involved in the discussion
- Participate in or lead cross-functional projects
- Coordinate and support company-wide programs and special projects
- Serve as subject matter expert for your team and role
- Support colleagues and Evergreen's growth by participating in hiring, onboarding, ongoing training, and other duties as assigned
- Participate in the development, documentation, and improvement of processes, procedures, and policies, in alignment with Evergreen's mission and values
- Assist and back up other colleagues when necessary
- Embrace change as Evergreen scales systems and processes
- Attend Evergreen's in-person annual retreat one time per year

Qualifications

Required Qualifications

- Advanced credentials such as a Master's degree in Accounting, Finance or Business Administration
- CPA or equivalent professional certification
- 8+ years of progressive accounting leadership experience
- Strong foundation in U.S. GAAP and internal controls
- Hands-on experience with Workday Financials (FINS), including configuration, reporting, and optimization.
- Demonstrated experience leading ERP implementations, including data model design and rollout.
- Proven success in driving automation, systems integration, and process improvements.
- Strong vendor and partner relationship management skills.
- Ability to assess organizational needs and recommend future-state design and resourcing.
- Excellent interpersonal skills with the ability to manage sensitive and confidential information with professionalism and diplomacy.
- Strong time management, organizational, and analytical skills.
- Ability to lead teams, manage change, and collaborate across diverse stakeholders.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Salary Range

\$ 170,500+ depending on experience, in addition to bonus eligibility and a comprehensive benefits package.

Work Hours + Travel Requirements

Evergreen's core working hours are 9am – 5pm Central Time, and most of our internal meetings take place during this window. Flexible schedule available in consultation with management. Occasional domestic travel up to 5%. If remote, travel might include annual visit to Evergreen's headquarters in Middleton, Wisconsin.

Physical Demands

Prolonged periods sitting at a desk and working on a computer. Must be able to lift up to 15 pounds at a time.

Work Authorization Requirements

Evergreen is interested in every qualified candidate who is eligible to work in the United States. However, we are currently unable to sponsor work visas. At this time, candidates must reside in the U.S. to be eligible to work at Evergreen Healthcare Partners.