



Position Announcement: Controller

Location: Woodbridge or Ocean Township, NJ

Date Available: ASAP

About Renova

Renova Environmental Company, Inc. is an employee-owned small business founded in 2006. We specialize in environmental remediation, ecological restoration, and water infrastructure, providing turnkey heavy civil construction services to federal, state, and private clients. Our team includes construction experts and back-office professionals, all united by Renova's shared ownership model.

Position Summary

The Controller is responsible for leading Renova's accounting and financial reporting functions. This role ensures financial accuracy, strengthens internal controls, and provides meaningful financial analysis to support leadership decision-making. The Controller will oversee day-to-day accounting operations while supporting the company's continued growth and long-term financial stability.

Key Responsibilities

- Prepare monthly and annual GAAP-compliant financial statements
- Lead budgeting, forecasting, and financial performance analysis
- Oversee job cost accounting, WIP reporting, and percentage-of-completion revenue recognition
- Monitor project margins, backlog, and over/under billings
- Lead month-end close and general ledger management
- Supervise AP, AR, and billing functions (Billing Administrator reports to Controller)
- Maintain internal controls and improve accounting systems and processes
- Support cash flow forecasting, working capital management, and capital expenditure planning
- Coordinate with external CPA firm and assist with bonding and financial compliance requirements

Qualifications

- 10+ years of progressive accounting experience in construction or heavy civil contracting
- Strong job cost accounting and construction revenue recognition expertise
- Demonstrated ability to analyze financial data and communicate insights clearly
- Experience supervising accounting staff
- Bachelor's degree in accounting or finance required; CPA preferred
- Strong Excel and accounting system proficiency

Compensation & Benefits

- Salary: \$125,000–\$150,000+, commensurate with experience
- Benefits include: 100% employer-paid health coverage, automatic 4% employer 401(k) contribution, and automatic participation in Renova's Employee Stock Ownership Plan (ESOP)
- Opportunities for professional growth and advancement

To Apply

- Send your résumé and cover letter to careers@renovaenviro.com
- Learn more at www.renovaenviro.com

What is an Employee Stock Ownership Plan?

RENOVA has been a proud employee-owned company since 2021. The vehicle that allows employee-owners like you to share in our growth and prosperity is our Employee Stock Ownership Plan, or ESOP. We make yearly contributions of stock or cash to the ESOP on behalf of all our employee-owners.

No action is required to join and there is no cost to you, whatsoever.

You will automatically become a member of the ESOP once you have worked for the company for 12 months within a calendar year. You must also log at least 1,000 hours in a calendar year for it to qualify as a credited year of service.

Employees with a 401(k) and ESOP have, on average, 2.2 times the retirement amount as people with only a 401(k).

What is vesting?

Your ESOP account is subject to vesting. Vesting is the percentage of your ESOP account that is yours and cannot be taken back. The longer you work here, the more you vest. If you leave before you are 100% vested, the non vested portion of the balance will be forfeited.

All ESOP participants have the same vesting schedule:

Years of Vesting	<2	2	3	4	5	6+
Percent Vested	0%	20%	40%	60%	80%	100%



Technically, an ESOP is a retirement plan, similar to a 401(k). However, unlike a 401(k):



You pay nothing for your shares. The company makes all the contributions to your ESOP account.



Your account balance is tied to the share value of our company, not external securities.



All shares are held in a Trust governed by an administrator, called a Trustee.