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Director of Finance

August 2026

Saunders Brothers is a family-owned agricultural business nestled in the beautiful foothills of Virginia's Blue Ridge Mountains. Since 1915, we've been growing plants, growing fruit, and growing people. Today, our wholesale nursery, orchard, and retail Farm Market continue to thrive because of the talented, dedicated people who bring passion and purpose to their work every day.

As our **Director of Finance**, you'll do more than **oversee financial operations**. You'll help shape the future of the business. As a key member of our Executive Leadership Team, you'll provide **strategic financial analysis and insight**, guide major business decisions, and help ensure the long-term health and growth of an organization with deep roots and a bright future.

We're a team of growers, problem-solvers, innovators, and leaders who care deeply about one another, our customers, and our community. We believe strong relationships, thoughtful stewardship, and a willingness to roll up our sleeves are just as important as expertise and experience. We work hard, laugh often, celebrate successes together, and are driven by a shared commitment to excellence.

*If you're a **strategic financial leader** who enjoys **analyzing financials, building strong teams, partnering with decision-makers**, and creating long-term value, we'd love the opportunity to talk with you.*

What You'll Do

- Oversee **accounting operations, internal controls, and financial reporting** accuracy across the organization.
- Lead the **preparation and analysis of financial information**. **Analyze reports** to identify trends, risks and opportunities and **provide insights and recommendations** that drive operational and strategic decision-making.
- Partner with **external accountants, auditors, insurance providers, and financial institutions** in risk management, insurance programs, and financial compliance initiatives.
- Monitor **cash flow, profitability, and key performance indicators (KPI's)** to ensure financial health and sustainability.
- Partner with **public, private, and government agencies** to secure loans, grants, and other financial opportunities.
- **Lead and develop the finance team**, including the Controller, Accounting Specialist, Accounts Payable Clerk, Accounts Receivable Clerk, Purchasing Clerk, Payroll Clerk, and IT team, while fostering a culture of accountability and continuous improvement.
- **Oversee the IT team** and its activities with the assistance of an internal IT consulting committee.
- **Report**, on a weekly basis, **pertinent financial and IT information to the CEO**.
- Model and uphold the Core Values of Saunders Brothers.
- Support the organization with additional responsibilities as needed.

What You'll Need to Bring to the Table

- A strong foundation in **financial accounting & reporting**: demonstrated expertise in preparing, analyzing, and communicating accurate financial statements on a monthly, quarterly, and annual basis.
- Experience in **Financial Planning & Analysis**: strong knowledge of budgeting, forecasting, expense management, and cash flow analysis to support strategic decision-making and growth. Ability to translate complex financial data into actionable recommendations.
- Strong understanding of **risk management and internal controls**: ability to identify financial risks, strengthen internal controls, and ensure compliance with applicable regulations.
- A **collaborative leadership style** grounded in integrity, accountability, and continuous improvement. Experience leading cross-functional teams and building high-performing departments.

Your Background & Qualifications

- Bachelor's degree in Accounting, Finance, Business Administration, or related field highly preferred.
- CPA designation preferred but not required.
- Ten or more years of progressive accounting and finance experience.
- Five or more years of leadership experience managing and developing teams.
- Demonstrated success in budgeting, forecasting, financial planning, and organizational leadership.
- Advanced proficiency with ERP systems, Microsoft Office suite, and financial reporting tools.
- Strong organizational, analytical, and problem-solving skills

Compensation & Benefits

- **Compensation**: Competitive salary commensurate with experience. Posted rate of \$75-115k per year with eligibility for annual bonuses.
- **Health & Financial Benefits**: Comprehensive benefits package including health, dental, and vision insurance, paid vacation package, short-term disability insurance, and a 401(k) plan (eligible after one year of employment).
- **Employee Discount**: discounts at our retail Farm Market and wholesale pricing on our full selection of ornamental plants.
- **Schedule & Work Environment**: This is a full-time, year-round position. Standard office hours are Monday through Friday, 8:00 AM to 5:00 PM, with a 30–60 minute lunch break. Additional hours may be required during peak periods. To ensure timely financial reporting, time off is generally limited during tax season and at the beginning of reporting periods.

Supervisor: This position will answer directly to the Chief Executive Officer of Saunders Brothers.

Start Date: As soon as a qualified applicant is identified.

Information & Application: Saunders Brothers is committed to maintaining a **safe and drug-free workplace**, which includes random, reasonable suspicion, and post-accident drug/alcohol testing.

Ready to join our team? ***Apply Today!***

Email: jobs@saundersbrothers.com or apply online: www.saundersbrothers.com/Job-Application-Form

Our hiring process includes on-site interviews, skills testing, criminal and credit background checks, and a personality assessment to ensure strong team fit.

Saunders Brothers Core Values

Faith - Our Core Values and business practices are directed by our Christian faith.

Integrity - Honesty and truthfulness are foundational to our business and seek to do what is morally and ethically right.

Passion - We strive to enthusiastically share our love for Agriculture by connecting people with plants, fruit, and the farm.

Family - The Saunders Brothers' Family includes and fosters many diverse families, generations, races, religions, and nationalities.