



Job Title: Controller

Location: Minneapolis, MN (Remote)

Reports To: Chief Financial Officer (Dan Hennessy)

Department: Finance & Accounting

About Meristem

Meristem is one of the fastest-growing crop input companies in the U.S., focused on bringing high-performance biologicals, adjuvants, micronutrients, and starter fertilizers directly to farmers. Our mission is to help American farmers increase yields and improve soil health by delivering innovation at a faster pace and lower cost.

Position Summary

We are seeking a hands-on, detail-oriented **Controller** to lead our core finance operations. Based in Minneapolis and reporting directly to the CFO, the Controller will own and optimize all general accounting functions, including tax compliance, financial reporting, accounts receivable, and month-end close. This role is critical to building the financial foundation needed to scale with confidence and precision.

Key Responsibilities

Accounting & Financial Reporting

- Oversee the preparation and accuracy of all financial statements in accordance with GAAP.
- Manage month-end and year-end close processes, journal entries, reconciliations, and consolidations.
- Maintain the general ledger and chart of accounts; ensure proper classification of financial transactions.
- Manage and improve internal financial controls and accounting policies.

Tax & Compliance

- Ensure federal, state, and local tax filings are completed accurately and on time, coordinating with external advisors as needed.
- Maintain compliance with all relevant accounting and tax regulations.
- Prepare for and support annual audits; address audit findings and implement improvements.

Accounts Receivable & Revenue Recognition

- Oversee invoicing, collections, and customer account management processes.
- Monitor aging reports and proactively address overdue accounts.
- Ensure revenue is recognized in compliance with GAAP and internal policies.

Cash Management & Banking

- Monitor daily cash position and manage cash flow forecasting.
- Partner with CFO on treasury functions, credit line management, and capital allocation.
- Reconcile bank statements and maintain relationships with banking partners.

Systems, Process Improvement & Scalability

- Evaluate and enhance accounting systems, tools, and processes for scale, automation, and accuracy.
- Drive implementation of best practices and improvements across the finance function.
- Support cross-functional initiatives such as ERP improvements, pricing analytics, and inventory cost accounting.

Team Management

- Lead and mentor a small but growing accounting team, providing development opportunities and performance management.
 - Collaborate cross-functionally with Sales, Operations, and Supply Chain teams to align financial processes with business needs.
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Qualifications

- Bachelor's degree in Accounting, Finance, or a related field; CPA strongly preferred.
 - 7–10 years of progressive accounting experience, including at least 3 years in a Controller or Assistant Controller role.
 - Strong understanding of GAAP, tax compliance, and internal controls.
 - Proven ability to manage AR and revenue processes in a B2B environment.
 - Experience with accounting systems (e.g., QuickBooks, NetSuite, Sage) and intermediate Excel skills.
 - Excellent organizational, communication, and leadership skills.
 - Self-starter mindset with a strong sense of accountability and ownership.
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Preferred Experience

- Background in agriculture, manufacturing, or distribution.
 - Experience supporting a scaling or PE-backed business.
 - Familiarity with inventory and cost accounting.
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What We Offer

- Competitive salary, bonus potential, and benefits.
- Opportunity to work with a high-growth, entrepreneurial team making a difference in agriculture.
- Remote flexibility based out of Minneapolis.
- A culture of innovation, impact, and integrity.