

James M. Hillery

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Summary

Results-driven Controller with extensive operations and business experience. Partners with senior leadership tackling tough business issues, understanding business results, developing annual operating plans, enforcing internal controls, and providing hands on management. Self-directed professional with demonstrated excellent analytical, planning, problem solving, and team participation skills. Effective in creating a productive and positive environment as a valued team member with a dedicated and enthusiastic drive.

Major Accomplishments

- Financial contributor on the cross-functional team chartered with coordinating and implementing the production and sales assimilation of products from two other locations identified for closure. The project involved the production transfer of 4 – 5 MM Lbs, sales of \$12.0MM, over 300 customers, and close to 1,000 different SKUs. The project was completed 18% below budget and 2 months ahead of schedule.
- Developed various scenarios as the financial member of the strategic planning team chartered to define global production locations. Identified Kuala Lumpur, Malaysia as a desired site. Leased space, contracted a local construction company, and resourced with \$4.5MM in equipment for 8.0MM Lbs of production.
- Financial contributor on the cross-functional / cross-business team established to justify the elimination of outside tolling production and bring in-house. Targets for eliminating the tolling agreement were improved quality and customer service from the in-house production and cost reduction and control. Cost savings of \$2.1MM and a 2 year payback on the capital were identified. Received the 2007 Henkel Quest for Excellence – Teamwork award.
- Directed and implemented accounts receivable days sales outstanding (DSO) strategies, resulting in annual cash flow improvements of \$0.7MM, or 5 days by utilizing cross-functional teams to focus on priority accounts receivable, deposits, invoicing, and routine reporting and reviews.
- Reduced Accounting staffing needs 20% by streamlining requirements, assigning additional responsibilities to the better performer, and challenging the poorer performer to improve productivity.
- Developed data needed for China production/business joint venture decision. Resulted in moving 70% of US manufacturing to China, reducing headcount by 100 and US spending by \$10.0MM.
- Reviewed the financial system impact of several business software options as a member of the selection team. SAP was selected and implemented in approximately 12 months, with no disruption to the business. Trained Accounting personnel in accounts payable, accounts receivable, and costing modules.
- Financial member on three (3) business divestment teams. Provide data for information memos and due diligence data rooms. Process is currently ongoing.
- Coordinated a strike contingency team that prepared to continue plant operations in the event of a work stoppage in order to meet customer requirements. Plans and resources in place, but never fully implemented due to negotiated settlement after 2 – 24 hour extensions.

Experience

Henkel Corporation, Olean, NY

1997 – Present

Director, Global AEA Business Controlling, Olean, NY (2008 – Present)

- Conduct financial analysis, forecasting, and annual and long-range planning. Provide market / product segment analysis and sales support. Provide financial and operations data required for acquisition / divestment due diligence data rooms. Finance member of the business leadership team. Continued performing the Olean Plant Controller responsibilities during the Henkel – National Starch restructuring and manufacturing optimization development.

Operations and Business Controller, Olean, NY (1997 – 2008)

- Responsibilities included; monthly financial close, cost accounting, payroll, accounts payable, accounts receivable, and working capital. Provided monthly operations reporting and analysis, forecasting, and annual and long-range planning for the three (3) US manufacturing facilities. Coordinated internal and external audit activity for the manufacturing facilities. Financial member of the Olean product business teams providing customer / product analysis and sales support. Provide financial and operations data required for acquisition / divestment due diligence data rooms. On the team that selected SAP as the business software and trained personnel in the Finance/Controlling (FI/CO) modules.

Occidental Chemical Corporation, Multiple Locations

1978 – 1997

Performed on a steady career progression that included relocation, beginning with entry level general accounting positions and transitioned to cost / operations accounting responsibilities.

Plant Controller, Polymers and Plastics Group, Burlington, NJ (1993 – 1997)

Cost Manager, Polymers and Plastics Group, Dallas, TX (1991 – 1993)

FP&A – Operations & Business Support, Durez Division, North Tonawanda, NY (1988 – 1991)

Plant Controller, Durez Division, North Tonawanda, NY (1987 – 1988)

General Accounting Manager, Durez Division, North Tonawanda, NY (1986 – 1987)

Plant Controller, Durez Division, Kenton, OH (1982 – 1986)

Entry Level Accounting Positions, Division / Shared, Grand Island, NY (1978 – 1982)

EDUCATION

MBA - Accounting and Finance, Canisius College, Buffalo, NY

BA - Accounting, St. Bonaventure University, St. Bonaventure, NY

COMPUTER SKILLS

Job experience includes the extensive use of personal computers and Microsoft Office. Currently utilizing SAP business software package.

COMMUNITY INVOLVEMENT

- St. Bernadette Elementary School Athletic Association President
- Coach, St. Bernadette Basketball 8+ years (girl's junior varsity, boy's junior varsity and varsity)
- Coach, Cazenovia Park Hockey 10+ years (novice, mite, squirt, peewee, and bantam levels)
- Past Member, Bishop Timon – St. Jude Alumni Board of Directors