

IndeVets

CHIEF FINANCIAL OFFICER

POSITION PROFILE

COMPANY: INDEVETS

POSITION: CHIEF FINANCIAL OFFICER

LOCATION: PHILADELPHIA, PA

COMPANY OVERVIEW

[IndeVets](#) is rethinking veterinary medicine. The Company's innovative business model gives doctors the freedom and flexibility to create their own schedules by choosing shifts from the Company's hundreds of veterinary partner hospitals, utilizing a unique, technology-enabled scheduling platform. IndeVets is veterinarian-led and firmly believes that happy doctors are healthy doctors who perform better medicine.

Since its founding in 2018, IndeVets has experienced 100% YOY growth as it endeavors to meet the increasing demand the ever-expanding \$50B veterinary services industry presents. Poised to continue to rapidly scale, the Company secured growth financing from New Harbor Capital in November 2021. To date, IndeVets has hired over 110 veterinarians who serve the Company's 1300 hospital partners. Operating in 18 states, the strategic growth plan includes expansion to all 50 states in the next 3 to 5 years.

INVESTOR OVERVIEW

[New Harbor Capital](#) is a Chicago-based private equity firm with over \$750 million of capital raised across three funds, focused on investing in lower middle market, growth-oriented healthcare, education and business services companies. Its partners have over 50 years of combined experience, partnering with strong management teams to systematically enable accelerated growth in value creation. Since 2000, the New Harbor team has completed over 200 total platform and add-on investments. As an



experienced strategic partner, New Harbor supports management with ideas, connections, and resources to capitalize on growth potential.

POSITION PROFILE

Reporting to the Chief Executive Officer, the Chief Financial Officer (CFO) is a key strategic leader supporting this fast-growing, tech-enabled veterinary staffing company. This is a position with strong influence on the company's future direction and growth, leading business strategy analysis and reporting financial results to the Board of Directors. The CFO will have full oversight of all financial and accounting functions and will be tasked with building the systems, people, and process infrastructure capable of meeting business objectives and supporting scale. A key member of the executive team, the successful candidate will have a track record of developing and implementing a best-in-class finance and accounting department that will enable rapid growth of a geographically dispersed, outsourced clinical services delivery business.

Operationally oriented and possessing exceptional leadership skills, the CFO will enhance and manage functions and activities essential in supporting the Company's current and future business operations. These functions include financial planning and analysis, general accounting and controls, reporting and treasury, compliance and legal. Additionally, the successful candidate will proactively, and in a hands-on manner, support corporate development and acquisition related activities.

With a primary charter of establishing financial infrastructure that supports sound and informed decision making, the CFO will continually promote a "can-do" culture based on accountability, transparency, teamwork, and results. Through a measured and consistent approach, the CFO will continually translate the company's vision, resources, market opportunities and threats into a solid financial model. It is expected that the CFO will be well-organized and collaborative, adaptable and self-motivated and one who thrives in a dynamic, results-oriented environment. It is also imperative that the executive possess the confidence required to express one's opinion and provide productive, fact-based input and feedback.

RESPONSIBILITIES/FOCUS

- Analyze the Company's operations; recommend and implement upgrades and improve resources as required to support rapid scale and profitable growth;
- Improve and/or implement technology and processes that ensure accurate and timely financial statements and reporting;



- Ensure the appropriate operational and business performance metrics are in place that allow for in-depth analysis of financial information related to Company operations; generate relevant KPIs and reports/dashboards and highlight “best practices” that support well informed decision making at all levels of management;
- Lead the development of quarter Board of Directors’ reporting packages and participate in Board meetings;
- Assist in corporate development activities, including acquisitions and de novo expansion; take ownership of modeling and due diligence processes, structuring, and financing for potential transactions and manage post-acquisition integration
- Develop and promote a transparent culture that drives clarity across all functions; educate team on financial literacy that promotes the importance of how the numbers impact operational decisions and delivery of high-quality care;
- Manage the Company’s treasury functions and develop and maintain favorable relationships with asset lenders, commercial bankers, and equity partners;
- In conjunction with company investors, CEO and Board, structure and negotiate credit agreements, provide thought leadership on strategy for covenant compliance and build the finance presentation and modeling needed to support acquisitions and add-on financing;
- Proactively manage cash flow and availability of funds to meet operational requirements;
- Establish oneself with CEO, investors and executive team as a capable and knowledgeable finance and accounting leader fostering confidence in the business and in oneself; communicate the Company’s value proposition while delivering an accurate timetable for growth and increase in shareholder value;
- Drive rigorous oversight of the Company’s various contractual agreements to ensure they are negotiated, documented, implemented, and monitored according to terms;
- Manage relationship with vendors of all outsourced financial functions ensuring quality of work is up to company standards and recommend upgrades as needed;

- Support the human resources function providing appropriate advice relating to effective staffing models, budgeting, and benefits distribution; ensure the Company is protected through adequate insurance and risk management policies and procedures;

DESIRED EXPERIENCE

The successful candidate will have at least 10 years of financial leadership experience and preferably will have managed in a private equity-backed company. A premium will be placed on experience in a geographically dispersed, technology-enabled service delivery organization. More specifically, a background in staffing or outsourced care services is considered beneficial. The candidate will have depth across the finance spectrum including operational finance, tax, treasury, FP&A, corporate development, and strategic planning. Of importance is an appreciation of shareholder value creation while never losing focus on the company's quality service and clinical care oriented mission. Ideally, the successful candidate will have a demonstrated track record of success as CFO in a similar sized, high-growth business preferably with experience leading a sales process.

- Progressive financial track record in a private equity backed environment with hands-on experience designing and implementing financial systems and process, cash flow and performance reporting, financial planning and analysis, operational analysis, cash management, treasury, lender relations, M&A/corporate development, integrations, and contract management;
- Previous management and supervisory experience over diverse financial functions and other operational departments within a high growth, fast paced, and dynamic organization; proven ability to consolidate and optimize financial and operational challenges in a company experiencing major ramp-up;
- Premium placed on experience in capital and debt raise, debt restructure, recapitalization and sales process leadership;
- Experience developing and delivering Board-level reporting;
- Proven able to recruit and manage highly effective, cohesive teams and create a positive, challenging environment that supports personal and professional advancement;
- Demonstrable capabilities using Microsoft suite including PowerPoint, Excel and other forms of written communication; skilled at developing concise financial models, cash flow statements, forecasts, and valuations;

- Technologically astute, competence and comfort implementing and utilizing information technology and collecting and organizing data that supports scale and visibility of the overall operation; experience with Power BI a plus;
- Proven ability to roll-up sleeves and execute yet capable of thinking strategically and creatively; record of success in developing sound financial plan for high growth organizations; results oriented with ability to focus on the bottom-line while forwarding company mission and values;
- Proven able to assess current operation, make informed suggestions and provide insight that promotes needed change while leveraging best practices across the entity;
- Holds an undergraduate degree, preferably in accounting or finance; MBA preferred as is CPA

PERSONAL CHARACTERISTICS

- High-energy, hands-on, accountable and results-oriented professional who is well organized with a decisive, mature business demeanor; low ego yet exudes self-confidence; possesses unwavering integrity, always honest and direct;
- Leadership skills indicative of an ability to develop new ideas, express opinions, take prudent risks, and favorably impact the business; naturally able to influence at all levels and promote strategic and operational recommendations with tact and diplomacy;
- Well-developed communication skills to interface and influence effectively up and down the organization and with all stakeholders including executive team, investors/ board members, physicians, external customers, vendors and consultants;
- Skilled at critical thinking (with clarity, accuracy, precision, consistency, relevance, sound evidence, good reasons, depth, breadth, and fairness);
- Optimistic realist able to operate and make decisions in uncertain, ever-changing environments, always adaptable and responsive regardless how challenging or dynamic the circumstances;

COMPENSATION



A very attractive compensation package is reflective of the impact the Chief Financial Officer is expected to have on the success of the organization. It will include competitive base salary, aggressive target bonus and meaningful equity grant.

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