

Controller– Job Description

Position Title: Controller

Department: Finance

Reports To: Chief Financial Officer

Location: Dallas, TX – In-office

Employment Type: Full-time/ Exempt

Compensation Range: \$150,000 base + annual discretionary bonus

Job Summary

The Controller is responsible for leading and managing all accounting and financial operations for Foundation Specialty Finance. This role oversees financial reporting, treasury and cash management, budgeting, forecasting, and internal controls, while ensuring compliance with applicable accounting standards and regulatory requirements.

The Controller will serve as a key financial partner to executive leadership, providing accurate financial insights to support strategic planning, capital management, and operational decision-making. This position manages day-to-day accounting functions, coordinates external audits and tax filings, and ensures the integrity of financial data across loan origination, servicing, and investment activities.

Job Responsibilities

Financial Reporting

- Prepare and oversee monthly, quarterly, and annual financial statements, including balance sheets, income statements, and cash flow reports.
- Ensure timely, accurate, and GAAP-compliant financial reporting.
- Manage month-end and year-end close processes.
- Develop management reporting packages and dashboards for executive leadership.

Treasury & Cash Flow Management

- Oversee daily cash management, bank reconciliations, and liquidity planning.
- Manage disbursements, wire activity, and funding processes related to loan transactions.
- Monitor debt obligations, credit facilities, and investor remittance schedules.
- Forecast cash needs to support lending operations and corporate expenses.

Budgeting, Forecasting & FP&A

- Assist with the annual budgeting process and ongoing financial forecasting.
- Partner with leadership to analyze financial performance versus budget.
- Provide variance analysis and strategic recommendations to improve profitability and efficiency.

Compliance, Audit & Tax

- Ensure compliance with financial regulations, tax requirements, and accounting standards.
- Coordinate with external auditors, tax advisors, and compliance partners.
- Oversee preparation of annual audits, tax returns, and regulatory filings.
- Maintain proper documentation and financial controls for investor and lender reporting.

Loan & Real Estate Accounting Oversight

- Oversee accounting related to loan originations, servicing advances, interest income, and capital transactions.
- Ensure proper accounting for real estate-specific activities, including acquisitions, dispositions, and capital improvements.
- Manage investor reporting and reconciliation processes.

Internal Controls & Process Improvement

- Develop, implement, and maintain strong internal controls to safeguard company assets.
- Identify opportunities to improve accounting workflows and financial systems.
- Establish policies and procedures to enhance accuracy, efficiency, and transparency.

Systems & Team Leadership

- Manage accounting systems, ERP platforms, and financial software integrations.
- Lead and develop the accounting team, including training, performance management, and process standardization.
- Collaborate cross-functionally with operations, capital markets, and executive leadership.
- 7+ years of progressive accounting experience, including at least 3 years in a Controller or senior accounting leadership role.
- Strong knowledge of GAAP accounting principles and financial reporting standards.
- Experience with treasury management, budgeting, and financial analysis.
- Demonstrated expertise in internal controls and audit processes.
- Proven ability to manage complex, high-volume financial operations.
- Strong analytical, problem-solving, and critical-thinking skills.
- Ability to thrive in a fast-paced, entrepreneurial environment.

Preferred Qualifications

- Prior experience in mortgage lending, specialty finance, real estate investment, or loan servicing.
- Familiarity with private credit, warehouse lending, or securitization accounting.
- Experience working with institutional investors, private lenders, or asset management firms.
- Background in multi-entity accounting structures.

Education & Certifications

- Bachelor's degree in Accounting, Finance, Business, or related field (required).
- Certified Public Accountant (CPA) (required).
- MBA or CMA certification a plus.

Technical Skills

- Advanced proficiency in Microsoft Excel (financial modeling, reporting, and analysis).
- Experience with ERP/accounting platforms (e.g., Sage, NetSuite, SAP, Oracle, QuickBooks Enterprise).
- Familiarity with loan servicing systems, general ledger platforms, and financial reporting tools.
- Ability to design reports, dashboards, and automated workflows.

What We Offer

- Competitive base salary, plus performance-based incentives.
- Comprehensive health, dental, and vision benefits.
- 401(k) Retirement plan.
- Professional development and career advancement opportunities.
- Collaborative, entrepreneurial culture where individuals are empowered to own their success.

FOUNDATION is an Equal Opportunity Employer and welcomes applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation, or age. We look forward to hearing from you!

Working at Foundation

Foundation Specialty Finance offers a performance-driven environment designed for experienced professionals who value precision, accountability, and results. With lending, asset management, capital markets, and technology under one roof, team members gain meaningful exposure to the full real estate credit cycle.

We maintain a culture of transparency and execution. Our structure empowers individuals to take ownership of their roles while engaging in strategic, cross-functional work. We value deep expertise, sound judgment, and the ability to adapt in a fast-paced, data-informed environment.

As we continue to expand, Foundation provides the tools, support, and flexibility for long-term professional growth. We're building a team aligned with our mission—driven, capable, and committed to delivering measurable outcomes.

About Foundation Specialty Finance

Foundation Specialty Finance is a tech-enabled specialty finance company transforming how real estate capital is deployed, managed, and resolved. Based in Seal Beach, California, we bring together decades of industry experience to deliver fully integrated Special Servicing, Loan Origination, and a Digital Marketplace—powered by our proprietary platform, ACHIEVE™.

We serve financial institutions across the country, including private lenders, regional banks, and private equity firms. Our loan programs and acquisition strategies span non-owner-occupied residential properties, small-balance commercial real estate, and CRE loans originated by third parties. ACHIEVE™ offers real-time access to pricing, asset data, and loan-level decisioning across the full investment lifecycle.

At the helm is Ron McMahan, CEO and Founder. With over 25 years in capital markets, distressed asset management, and fund oversight, Ron has raised more than \$6 billion in debt and equity and overseen the acquisition and resolution of over 20,000 assets. He previously led American Mortgage Investment Partners (AMIP), where many of the strategies now embedded in ACHIEVE™ were first developed. His leadership is grounded in disciplined growth, operational excellence, and investor performance.

Foundation continues to scale through technology, talent, and a sharp focus on market opportunities, positioning the firm as a trusted partner to institutions across the real estate finance landscape.