

Construction Controller

Grey Snow Professional Services

Entity of Grey Snow Management Services, LLC

Full-Time | Senior-Level

Location: Remote

Travel: Occasional travel may be required

Application Deadline: October 14, 2026

How to Apply: Submit resume to hr@greysnow.com

Position Summary

GSPS is seeking a senior-level Construction Controller to lead construction finance and build the financial systems, controls, and processes supporting our federal construction operations. This is a hands-on operating role connecting field activity, labor, job cost, WIP, procurement, billing, cash, payroll, certified payroll, financial reporting, and project controls into reliable operating information. The Controller will lead the financial implementation and administration of GSPS's construction ERP and work across Operations, Payroll/HR, IT/security, and independent professionals to build and maintain the operating environment required to support federal construction. Demonstrated hands-on federal/government construction accounting experience is required.

Essential Duties & Responsibilities

- Maintain project budgets, job costs, WIP, cost-to-complete estimates, margins, change orders, retainage, billing, and cash forecasts. Partner with project managers to identify and resolve cost, cash flow, schedule, and margin issues.
- Prepare progress billings, agency invoices, receivables reporting, subcontractor payment support, and project closeout documentation. Reconcile project reporting to the general ledger and maintain accurate, audit-ready financial records.
- Manage assigned reconciliations, monthly close, revenue recognition, fixed assets, intercompany/JV accounts, and supporting workpapers. Maintain appropriate direct/indirect cost treatment and support FAR, DFARS, CAS, DCAA, DCMA, CPA, tax, surety, and government review requirements.
- Oversee finance-related payroll processes, including job coding, wage classifications, prevailing wages, overtime, fringe benefits, deductions, and certified payroll. Reconcile payroll to job costs and billing and resolve discrepancies with project and payroll teams.
- Manage day-to-day HR and payroll workflows, including onboarding, employee records, payroll changes, benefits and leave coordination, expenses, offboarding, and system access. Coordinate specialized employment, benefits, tax, legal, and regulatory matters with outside professionals as needed.
- Establish and maintain effective financial procedures, approval authorities, segregation of duties, audit trails, and backup processes to ensure accountability and compliance.
- Lead finance and administrative workstreams for construction ERP implementation and ongoing administration, including job-cost structure, workflows, reporting, timekeeping,

payroll integration, WIP, billing, forecasting, data conversion, testing, training, and system improvements.

- Maintain financial records and reporting required for federal contracts, including SBA 8(a), Mentor-Protégé, joint venture, self-performance, workshare, and applicable subcontracting requirements. Support required federal and agency systems and registrations, including PIII/WAWF, USACE RMS, Treasury IPP, SAM.gov, SPRS, and certified payroll platforms, as applicable.
- Track and reconcile costs related to safety, quality, testing, training, insurance, bonding, and customer-required programs. Support surety, insurance, supplier, and other required financial reporting.
- Help maintain ERP and business systems within secure or regulated environments. Coordinate with IT and security providers regarding system access, controls, integrations, and ongoing administration.

Required Qualifications

- Hands-on experience with federal or government construction accounting, including job costing, WIP, cost-to-complete, progress billing, labor distribution, certified payroll, and financial reconciliations.
- Proven experience implementing or converting construction or government-contract ERP/financial systems, including data validation, workflow testing, payroll integration, reporting, user access, and training.
- Working knowledge of FAR/DFARS requirements and experience supporting government-contract accounting controls, audits, reviews, or contract administration.
- Experience establishing and maintaining finance, payroll, HR, billing, cash management, project reporting, and close processes in a small or growing organization.
- Strong analytical, reconciliation, spreadsheet, reporting, and systems skills, with the ability to connect transaction-level details to project economics, contract requirements, and executive reporting.
- Ability to interpret contracts, identify financial and labor requirements, and coordinate effectively with project teams, executives, IT/security professionals, and outside specialists.
- Demonstrated judgment and discretion in handling sensitive or controlled information and working within established security and data-handling procedures.
- Accounting or finance education, or equivalent demonstrated experience, with the judgment and accountability required for a trusted federal contracting role.

Preferred Experience

- CPA, CMA, CCIFP, or comparable professional credential, or demonstrated equivalent experience.
- Experience in federal construction, particularly with USACE, NAVFAC, the U.S. Air Force, DOE, GSA, VA, NASA, Bureau of Prisons, or other federal agencies.

- Experience supporting DCAA or DCMA reviews, government accounting system requirements, indirect rate structures, incurred cost or rate support, surety reporting, and independent CPA reviews.
- Experience with tribal enterprises, SBA 8(a) programs, Mentor-Protégé/JV accounting, intercompany allocations, and enterprise-level financial reporting.
- Experience implementing or operating financial and business systems within a secure or regulated federal contracting environment strongly preferred.

Candidate Profile and Evaluation

We are looking for a practical builder and trusted operator rather than a title alone - someone who understands that federal construction accounting begins in the field, can connect financial and administrative systems to operations, and knows when specialized professional expertise is required.

Candidates should be prepared to walk through a federal construction project, WIP review, certified-payroll issue, ERP implementation or system transition they personally led or materially supported - including their specific responsibility and the result. References may be requested to confirm direct responsibility and delivery.

Work Environment & Expectations

This position supports mission-critical federal operations and requires a high level of professionalism, responsiveness, adaptability, and accountability. Candidates must be capable of supporting fast-moving operational demands, nationwide deployments, accelerated proposal schedules, and field-driven project requirements while maintaining composure and performance under pressure.

GSPS seeks professionals who take ownership, solve problems proactively, communicate effectively, and consistently execute at a high level in demanding federal environments.

Native American Preference

In accordance with applicable tribal, federal, and organizational policies, qualified Native American applicants will be given preference in hiring.

Equal Opportunity Employer

Grey Snow Management Solutions, LLC is an equal opportunity employer. We value diversity and do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.