10505 N. College Ave.
Indianapolis, IN 46280
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Position: Controller

Location: Carmel, IN / Northside Indianapolis, IN

When you join Weihe Engineers as a Controller, you will step into a key role essential to sustaining our continued growth across the Midwest. Celebrating our 66th anniversary in 2026, our firm has built an excellent reputation as the preferred choice for clients and professionals alike, specializing in civil and site development projects where communities live, work, shop, and play. Were listed on the IBJ Top 25 list of largest engineering firms and a Top Workplaces repeat winner.

The Controller is an experienced, detailed-oriented, and driven leader who will oversee the company's financial operations and supervise its accounting personnel. You will be responsible for maintaining all procedures and controls related to the company's financial accounts. This role requires a hands-on financial leader with strong systems knowledge and the ability to operate strategically while managing day-to-day accounting functions. You're the ideal candidate if you're a self-starter, forward-thinking, and innovative leader who continuously looks for ways to improve processes, leverage technology, and utilize emerging tools such as AI to drive smarter, faster financial decision-making across the organization.

Your Skills and Key Responsibilities

- Oversee all accounting operations including general ledger, project invoicing, accounts payable/receivable, payroll, and financial reporting.
- Manage and improve financial processes including WIP reporting, percentage-of-completion accounting, and cost tracking.
- Prepare and present accurate monthly, quarterly, and annual financial statements.
- Lead budgeting, forecasting, and cash flow management efforts.
- Ensure compliance with GAAP and all relevant financial regulations.
- Partner with operations and project management teams to analyze job performance and profitability.
- Develop and maintain internal controls and financial policies.
- Manage relationships with external auditors, tax advisors, and financial institutions.
- Drive continuous improvement of accounting systems and processes, including evaluating and implementing technology solutions and AI-driven tools to enhance efficiency, forecasting accuracy, and financial visibility.
- Identify opportunities to automate manual workflows and improve data integrity through smart system integration.
- Mentor and lead the accounting team, fostering accountability, growth, and a culture of continuous improvement and innovation.

Our Qualifications

- Bachelor's degree in accounting, finance; or an equivalent combination of education and experience.
- Minimum of 8+ years of accounting/finance experience.
- Proven experience with engineering / architectural / construction accounting practices (project invoicing, reporting, WIP schedules, etc.).
- Proficiency in accounting software; experience with Deltek Ajera preferred, with the ability to learn and adapt to other systems.
- Strong understanding of financial reporting, budgeting, and cash flow management.
- Demonstrated leadership experience and ability to build and manage a team.
- Self-driven, proactive, and highly organized with strong attention to detail.
- Forward-thinking mindset with a track record of improving processes through technology and data-driven insights.
- Comfort leveraging modern tools, including AI, automation, and advanced reporting platforms.
- Fluency in Microsoft Office Suite (Outlook, Excel, Word, PowerPoint, etc.).

Our Preferred Qualifications

- CPA (Certified Public Accountant) designation.
- Experience working within an EOS (Entrepreneurial Operating System) environment.
- Background in public accounting.
- Experience with Deltek Ajera software.
- Your Key Traits for Success
- Strategic thinker with a hands-on approach.
- Innovative and solution-oriented, with a bias toward leveraging technology and AI.
- Strong communicator who can work cross-functionally.
- Results-oriented with a high level of accountability.

Compensation and Benefits:

- Compensation is highly commensurate with experience
- Comprehensive benefits package including health insurance, 401(k), paid time off, and more
- Opportunities for professional growth and advancement
- Supportive work environment with a focus on teamwork

About Weihe Engineers

Established in 1960 with nearly 100 employees and headquartered in Carmel, IN / Northside Indianapolis. Weihe Engineers, has been recognized as a Top Workplaces and is on the IBJ list of largest engineering firms.

We believe in: caring for each other, our clients, and the work we do; helping you seek opportunities to learn and grow; serving with integrity to create trust by doing what's right and putting others first; having a positive and proactive attitude leading to better behavior and better outcomes. We live these four core values every day and know you'll be proud to serve here.

If you're looking for a great place to work with great people, grow your career, and have the work / life balance you want, send us your resume and let's get introduced.