

CANDIDATE PROFILE

Controller
Firefly
Greater Nashville, Tennessee

www.fireflyliving.com



A short video on this opportunity is coming soon.

The Organization

Firefly was founded to create a modern private club community centered on connection, experience and a strong sense of place. Located in the greater Nashville area, the community brings together elevated hospitality, outdoor recreation, wellness and social engagement in a setting shaped by the natural landscape and the relaxed sophistication of contemporary Southern living.

The vision for Firefly extends well beyond a single clubhouse or amenity. The approximately 700-acre community is being developed as a large-scale private residential and lifestyle destination with plans for approximately 400 residential homesites, a private club, world-class amenities and thoughtfully designed community spaces.

Firefly is now advancing through residential real estate development, homesite sales, horizontal infrastructure, construction of Club amenities and the continued expansion of member experiences. This creates a distinctive finance leadership opportunity supporting two closely connected businesses: a luxury private club community and a sophisticated real estate development platform.

Position Overview

The Controller is the senior financial leader responsible for the integrity, accuracy and timeliness of accounting and financial reporting across Firefly's real estate development, construction projects, homesite sales and private club operations.

The Controller will provide the financial stewardship, reporting discipline, controls and analytical insight required across development, construction, real estate sales and private club operations. Established corporate resources and systems provide a strong foundation, while the Controller ensures accurate onsite execution and clear visibility for ownership, investors, project leadership and operating teams.

Reporting to the Project Manager and Finance Director and partnering closely with ownership, investors, project leadership, corporate resources and operational teams, the Controller will serve as Firefly's financial

steward and a trusted business partner throughout the continued development and operation of the community.

This is a hands-on leadership role for a finance professional who is equally comfortable managing accounting operations, analyzing development economics, monitoring project performance and providing meaningful financial insight. The Controller will lead a small accounting team, apply established systems and controls consistently and strengthen reporting capabilities as Firefly grows.

Initial Leadership Priorities

- Develop a comprehensive understanding of Firefly's ownership structure, development plans, multiple entities, real estate activities, Club operations and reporting requirements.
- Execute a reliable monthly close, reporting calendar, forecasting cadence and financial communication rhythm.
- Ensure accurate accounting and reporting across real estate development, construction, homesite sales and operating activities.
- Create clear visibility into project costs, capital commitments, cash requirements, development budgets and operational performance.
- Provide useful reporting that allows ownership, investors and project leadership to understand financial performance and make informed decisions.
- Maintain strong accounting processes, internal controls, documentation standards and financial discipline as the community continues to grow.

Primary Responsibilities

FINANCIAL REPORTING, PLANNING AND ANALYSIS

- Lead the monthly close process and prepare accurate, timely financial statements, management reports and budget-to-actual analysis across multiple entities.
- Maintain accurate financial records, including general ledger activity, reconciliations, accruals and supporting schedules.
- Lead budgeting and forecasting across private club operations, real estate development, capital projects and real estate sales.
- Provide financial reporting and analysis to ownership, investors and project leadership, highlighting trends, risks, opportunities and recommended actions.
- Develop meaningful dashboards and reporting tools that provide visibility into operating performance, development progress, cash requirements and project economics.

REAL ESTATE DEVELOPMENT AND CONSTRUCTION ACCOUNTING

- Oversee accounting for residential real estate development, including horizontal development of homesites, infrastructure improvements and related expenditures.
- Maintain project-level cost accounting structures that track development costs by phase, project, homesite and category.
- Monitor land development costs, infrastructure expenditures, engineering and professional fees, construction costs and capital investments.
- Prepare budget-to-actual reporting and cost-to-complete analysis for development projects and major capital initiatives.
- Track contractor billings, commitments, change orders, retainage and projected costs to complete.
- Partner with project leadership, contractors and advisors to identify performance trends and potential financial risks.

- Ensure appropriate accounting treatment for development costs, construction in progress, fixed assets and capitalization.

REAL ESTATE SALES AND INVENTORY

- Oversee accounting for residential homesite sales and other real estate transactions.
- Maintain accurate records of homesite inventory, cost basis, contracts, deposits, commissions, closings and sales proceeds.
- Coordinate with title companies, attorneys, brokers and other transaction partners.
- Ensure accurate recognition of revenue and related costs associated with real estate transactions.
- Provide analysis of sales activity, inventory levels, projected proceeds and project profitability.

CLUB AND COMMUNITY OPERATIONS

- Oversee accounting for private club operations, including membership dues, golf, food and beverage, events, recreation, retail, facilities and other revenue centers.
- Manage accounting related to the property owners association and community activities.
- Oversee accounts payable, accounts receivable, member billing, cash receipts, payroll accounting and banking activities.
- Partner with operational leaders to understand performance, manage budgets and identify opportunities for improvement.
- Support leadership in balancing financial discipline with the exceptional service standards expected of a luxury private community.

CASH MANAGEMENT, CONTROLS AND COMPLIANCE

- Prepare cash-flow forecasts and monitor liquidity across operating and development activities.
- Maintain banking relationships and support financing activities as needed.
- Maintain effective internal controls, approval processes and documentation standards.
- Coordinate audits, tax filings and regulatory reporting with external advisors.
- Ensure compliance with applicable accounting, tax, employment and record-retention requirements.
- Maintain confidentiality regarding financial, ownership, investor, member and transaction information.

LEADERSHIP AND BUSINESS PARTNERSHIP

- Lead and develop an accounting team while remaining hands-on in financial operations.
- Serve as a trusted financial partner to the Project Manager, ownership, investors and operational leaders.
- Translate financial information into clear insights and recommendations for nonfinancial stakeholders.
- Identify opportunities to improve processes, increase efficiency and strengthen financial visibility.

Candidate Profile

The successful candidate will be a highly capable Controller who combines strong accounting fundamentals with experience in real estate development, construction accounting and/or complex hospitality operations. Firefly is seeking a leader who can take ownership of the financial function, provide accurate and insightful reporting and serve as a strategic partner throughout the continued development and operation of the community.

- Hands-on and detail-oriented, with the ability to manage both accounting execution and higher-level financial analysis.
- Experienced in project-based accounting environments and comfortable with development budgets, construction costs and real estate transactions.
- A clear communicator who can explain financial information to project leaders, investors and operational teams.

- Proactive and organized, anticipating issues and creating solutions before challenges arise.
- Collaborative and relationship-oriented across development, construction, hospitality and operational teams.
- Discreet, trustworthy and comfortable handling confidential financial and ownership information.

Experience and Qualifications

- Bachelor's degree in Accounting, Finance or a related discipline required; CPA, CMA or similar designation preferred.
- Minimum of seven years of progressive accounting experience, including supervisory responsibility.
- Experience in real estate development, construction accounting, private clubs, hospitality or similarly complex multi-entity environments preferred.
- Strong knowledge of GAAP, financial reporting, budgeting, forecasting, cash management and internal controls.
- Demonstrated experience with construction accounting, job-cost accounting, contractor billings, change orders, retainage, cost-to-complete analysis, real estate sales accounting, development budgets and capital projects.
- Experience managing accounting personnel and maintaining effective financial processes within an established reporting structure.
- Advanced Excel skills required; experience with QuickBooks, Bill.com and Jonas Encore preferred.
- Ability to operate independently while partnering effectively with project leadership, ownership, investors and operational teams.

Measures of Success

- **Financial accuracy and timeliness:** Monthly reporting, reconciliations, forecasts and financial information are accurate, reliable and delivered on schedule.
- **Development visibility:** Ownership, investors and project leadership have clear insight into development costs, commitments, cash requirements and project performance.
- **Operating partnership:** Department leaders understand financial performance and use information to make informed decisions.
- **Strong controls:** Accounting processes protect company assets while remaining practical and effective.
- **Forward-looking insight:** Leadership has visibility into future capital needs, operational trends and development milestones.
- **Trusted leadership:** Ownership, investors and project leadership view the Controller as accurate, proactive, collaborative and solutions oriented.

Competitive Compensation

Firefly will offer a competitive executive compensation package commensurate with the successful candidate's experience and qualifications. The package is expected to include a market-competitive base salary, incentive opportunity and a comprehensive benefits program. Specific details will be shared with qualified candidates during the interview process.

To Be Considered

Professionals who meet or exceed the established criteria are encouraged to submit a compelling cover letter and resume. The cover letter should address the candidate's interest in Firefly and highlight experience leading

financial operations in real estate development, construction, private clubs or similarly complex multi-entity organizations.

Please send materials in PDF format with the subject line "Controller Firefly" to:



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