



Menominee Casino Resort

2nd Posting

Position: FINANCIAL DIRECTOR

Job Status: Full-Time

Minimum Age: 21

Wage: based on education/experience.

Date Posted: September 2, 2026, 8:00 AM

Date Closed: September 8, 2026, 4:30 PM

FIRST POSTING: OPEN 5 DAYS AND LIMITED TO ANY ENROLLED MENOMINEE TRIBAL MEMBER. SECOND POSTING: OPEN TO THE GENERAL PUBLIC.

SUMMARY

The Financial Director serves as the senior financial leader for Menominee Casino Resort and Thunderbird Complex (MCR/TC), providing strategic direction and oversight for Accounting, Revenue Audit, Purchasing, Cage Operations, and Title 31 compliance. The position is responsible for financial planning and analysis, accounting operations, treasury and cash management, audits, procurement oversight, regulatory compliance, internal controls, and enterprise risk management. As a member of the executive leadership team, the Financial Director provides financial insight and business guidance that supports informed decision-making, operational performance, and the organization's long-term growth and sustainability.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide strategic leadership for all financial operations of Menominee Casino Resort and Thunderbird Complex (MCR/TC), aligning financial strategies, budgets, forecasts, and business plans with organizational goals and regulatory requirements.
- Serve as a strategic advisor to the General Manager and executive leadership team by providing financial analysis, performance metrics, recommendations, and decision-support for operational and strategic initiatives.
- Direct all accounting and financial reporting functions, ensuring the accuracy, integrity, and timeliness of financial records, reports, and disclosures in accordance with applicable accounting standards and organizational requirements.
- Lead the development and administration of annual operating and capital budgets, financial forecasts, long-range financial plans, and performance monitoring processes.
- Oversee treasury operations, including cash management, banking relationships, cash flow forecasting, financing activities, loan compliance, covenant reporting, and lender relations.
- Evaluate capital expenditures, major business initiatives, and investment opportunities through financial analysis and risk assessment.
- Ensure compliance with all applicable Menominee Indian Tribe of Wisconsin, Federal, State, Menominee Tribal Gaming Commission, Title 31, MICS, TICS, Wisconsin State Gaming Compact, and other regulatory requirements while maintaining effective internal controls and safeguarding organizational assets.
- Direct internal and external audit activities, risk management initiatives, insurance programs, and the resolution of audit findings and corrective actions.
- Provide leadership and oversight for the Accounting, Revenue Audit, Purchasing, Cage, and Title 31 functions, ensuring effective operations, regulatory compliance, financial accountability, and strong internal controls.
- Recruit, develop, and lead department managers and team members, fostering a culture of accountability, continuous improvement, collaboration, and service excellence.



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- Continuously improve financial systems, processes, technologies, and operational controls to enhance efficiency, accuracy, and organizational performance.
- Participate as a member of the executive leadership team and act on behalf of the General Manager, as designated, during the absence of the General Manager and Assistant General Manager.
- Performs other duties, responsibilities, and special projects as assigned by the General Manager and/or Assistant General Manager in support of organizational objectives.

QUALIFICATION REQUIREMENTS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable Accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE

Minimum:

- Bachelor's degree in Accounting, Finance, Business Administration, or a related field required.
- Minimum of five (5) to seven (7) years of leadership experience in finance, accounting, revenue audit, purchasing, cage operations, compliance, or related business functions.
- In exceptional circumstances, an equivalent combination of education, industry experience, and executive leadership experience may be considered

Preferred:

- Master's degree (MBA, Macca, or related field) and/or professional certification (CPA, CMA, or equivalent).
- Senior leadership experience and experience within gaming, hospitality, Tribal enterprise, or other highly regulated industries.

SPECIAL QUALIFICATIONS

Demonstrated experience managing financing arrangements, lender relationships, debt compliance, covenant reporting, and capital project funding. Strong knowledge of financial management, gaming operations, internal controls, cash management, budgeting, forecasting, financial reporting, and regulatory compliance. Proven ability to lead multiple departments and manage complex financial and operational functions within a highly regulated environment. Knowledge of Tribal gaming operations, Tribal government organizations, and applicable gaming regulations is preferred. The successful candidate must possess strong analytical, problem-solving, communication, and leadership skills, with the ability to build and develop high-performing teams while fostering a culture of accountability, collaboration, and continuous improvement. Must be capable of exercising sound judgment, maintaining strict confidentiality, and effectively communicating financial and operational information to leadership, regulators, and other stakeholders.

Demonstrated proficiency with Microsoft Office Suite and enterprise business systems. Ability to effectively utilize financial, accounting, payroll, purchasing, inventory, revenue audit, cage management, Title 31, and reporting systems to manage operations, analyze performance, ensure regulatory compliance, and support strategic decision-making. Experience implementing, optimizing, or enhancing business technologies and financial systems is strongly preferred.

Must be at least twenty-one (21) years of age and possess a valid driver's license with eligibility to be included on the Menominee Tribe approved driver list. Must be eligible to obtain and maintain all required gaming licenses and be eligible for bonding. Employment is contingent upon successfully completing all required background investigations and screening processes in accordance with Tribal, Gaming Commission, and organizational requirements. Preference will be given to qualified Menominee and other Native American applicants in accordance with applicable Tribal employment policies and ordinances.



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SUPERVISORY RESPONSIBILITIES:

- Responsible for coordinating and managing all functions pertaining to the Financial Departments.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; providing orientation to Finance new hires; addressing complaints and resolving problems.
- Promote accountability and service excellence.

CRIMINAL BACKGROUND MINIMUM REQUIREMENTS

No person shall be eligible for employment at Menominee Casino Resort/Thunderbird complex if they have been convicted, or have an unresolved charge of:

- Any crime which would require compliance with the reporting requirements for sex offenders pursuant to Menominee or Wisconsin law; or a felony conviction of any kind in the immediately preceding two years.
- A crime of any kind related to gambling in the immediately preceding two years.
- A crime of any kind related to theft, fraud, or misrepresentation in the immediately preceding two years.
- A crime of any kind related to a crime of violence, or involving domestic violence, or a drug offense involving sale of drugs, or possession with intent to sell drugs, during the immediately preceding two years.
- **In addition to the minimum criminal background requirements listed above, employee must meet the minimum criminal background requirements necessary to obtain a gaming license as stated in Menominee Tribal Code Chapter 347 and the Tribal Gaming Compact.**
- Hiring in a Gaming Position is contingent upon a criminal background check.

LANGUAGE SKILLS

Ability to effectively communicate complex financial, operational, and regulatory information both verbally and in writing. Ability to prepare and present reports, analyses, recommendations, policies, and business correspondence to executive leadership, Tribal leadership, regulatory agencies, auditors, financial institutions, and other stakeholders. Ability to facilitate discussions, build relationships, and influence decision-making across all levels of the organization.

MATHEMATICAL SKILLS

Advanced financial and analytical skills with the ability to interpret financial statements, develop budgets and forecasts, perform financial modeling, analyze operational and financial performance, and evaluate business risks and opportunities. Ability to apply quantitative and analytical techniques to support strategic decision-making.

REASONING ABILITY

Ability to analyze complex business, financial, operational, and regulatory issues; identify risks and opportunities; develop practical solutions; and exercise sound judgment in a fast-paced and highly regulated environment. Ability to make informed decisions based on incomplete or changing information while considering organizational objectives and regulatory requirements.



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PHYSICAL DEMANDS

This position primarily performs work in an office and casino environment and requires the ability to communicate effectively, operate standard office equipment, and move throughout the property as needed. The position may require prolonged periods of sitting, standing, walking, and computer use, as well as occasional lifting of up to 20 pounds. Reasonable Accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

WORK ENVIRONMENT

This position operates in both office and casino environments and requires regular interaction with employees, guests, vendors, regulators, financial institutions, and Tribal leadership. The employee must be able to work effectively in a fast-paced, highly regulated gaming environment and move throughout the property as necessary to oversee operations, attend meetings, and support organizational objectives. The noise level in the work environment is generally moderate.