

Fractional Accountant – Job Description

VERDANT ROBOTICS

Fractional Accountant – Multistate Tax, Close & Controls

HQ Hayward, CA – Hybrid (remote and on-site) · Fractional / Contract · Open to individuals or firms

Reports to CFO

About the role

Verdant Robotics is a venture-backed startup that has leading technology for AI-powered farming implements that make it possible to reduce the impact of chemicals on our food supply. We sell hardware and services to growers across multiple states, and over the past few years, we have been understaffed for accounting resources. Now that we are entering a growth phase, we need to build and implement routine processes typical of a mature company. We're looking for a senior, hands-on accountant (or a small firm) to come in on a fractional basis, review our processes, improve reporting and compliance, and leave behind a set of controls that facilitate scaling and growth..

This is a hands-on accounting role. You'll do the work yourself, informing the CFO and evaluating current resources, and improve how it gets done along the way: close the gaps and document how things should run. The work starts with a near-term filing deadline, so we need someone who can get oriented fast and execute from week one.

What you'll do

Sales and use tax (first priority)

- Review our sales and use tax position, reporting and any past-due filings, starting with California for the prior three years on a near-term deadline.
- Prepare and file what's needed to get current, and work directly with state agencies where required.
- Set up a routine, calendar-driven compliance process so filings never fall behind again.

State registrations and exemptions

- Review all state registrations (sales tax, income/franchise, payroll, foreign qualification), identify gaps against where we actually do business, and get fully current.

- Apply for tax exemptions in states where Verdant qualifies, including agricultural and manufacturing exemptions where applicable.
- Collect, organize and maintain exemption and resale certificates from customers, and build a process to capture them at the point of sale.

Monthly close

- Review the monthly closing process end to end, then organize and streamline it with a clear checklist, owners and timeline.
- Tighten reconciliations and reporting so the CFO gets reliable numbers faster.
- Review 2025 audit process and identify issues that required time and revision. Incorporate improvements into the routine accounting process.

Controls and purchasing

- Design and implement internal controls appropriate for a growing company, including segregation of duties and review steps.
- Institute a purchasing approval process with clear thresholds and approvers, working with operations and supply chain.

Outside consultants and staffing

- Work with outside consultants to review routine accounting, improve procedures, and make staffing recommendations.
- Document everything well enough that whoever runs it next can pick it up without you.

What you bring

- 8+ years in accounting, with significant hands-on experience in state and local tax (SALT) compliance. CPA required.
- **Multistate sales and use tax.** You've cleaned up past-due filings, handled look-back periods and voluntary disclosures, and set up recurring compliance that runs on a calendar. The company will provide legal support if needed.
- **Nexus and registrations.** You know how to map where a company has nexus and get registrations current across states.
- **Exemptions and certificates.** Experience applying for state tax exemptions and managing customer exemption and resale certificates. You've implemented purchasing processes that provide vendors with necessary exemption certificates and documented customer exemptions for an invoicing process.
- **Close process.** You've rebuilt or streamlined a monthly close at a growing company.
- **Controls.** You've designed practical internal controls and purchasing approval workflows sized for a lean team that will grow.
- Comfort working with outside consultants and giving candid recommendations on staffing and process.

- Working knowledge of Fishbowl preferred; knowledge of ERPs and inventory management required
- Ability to work independently with minimal direction, prioritize hard deadlines, and communicate clearly with a CFO.

If you meet most of these but not every one, we'd still like to hear from you. The multistate sales and use tax experience, and inventory management / cost accounting is the hardest to learn in our current environment.

Nice to have

- Experience with agricultural equipment, manufacturing, or other hardware companies selling into multiple states.
- Familiarity with California CDTFA filings and agricultural or manufacturing partial exemptions.
- Experience with sales tax automation tools (Avalara, TaxJar, Anrok or similar) and exemption certificate management.
-
- Prior fractional or controller-level work at early-stage startups.

Engagement details

- **Structure:** Fractional contract engagement. We're open to an individual consultant or a firm.
- **Location:** Hybrid. Remote, with on-site time at our Hayward, CA headquarters as needed.
- **Time commitment:** 20–30 hours per week.
- **Start:** Immediately.
- **Rate:** [TBD with CFO: hourly, monthly retainer, or project-based]

Please include your proposed rate structure and availability over the next 60 days when you apply.

How to apply

Email your resume or firm overview to careers@verdantrobotics.com. A short note about a multistate tax cleanup you led, and what you put in place afterward, goes a long way.

Verdant Robotics is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, national origin, ancestry, age, disability, medical condition, genetic information, marital status, sexual orientation, gender identity or expression, military or veteran status, or any other status protected by law.

