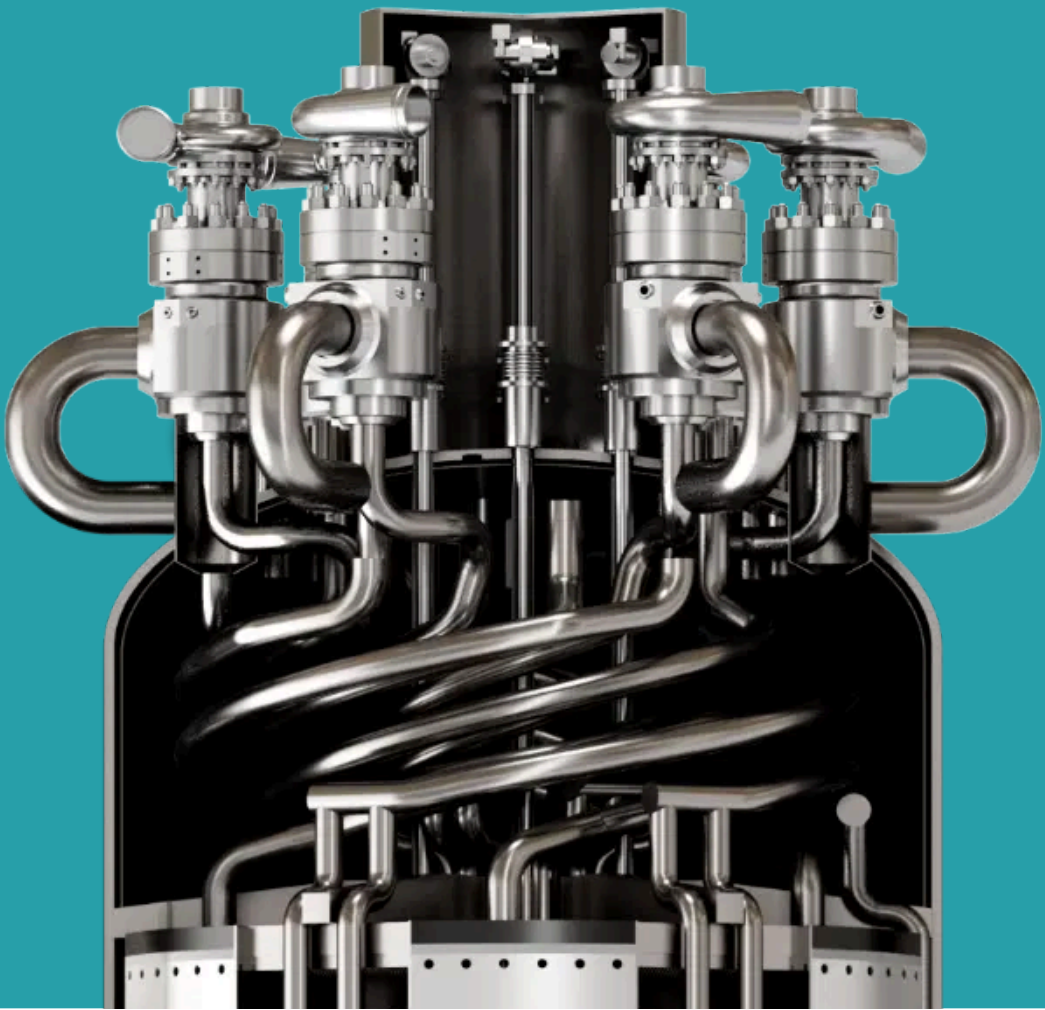
TERRESTRIAL
ENERGY

DIRECTOR OF FINANCIAL PLANNING & ANALYSIS



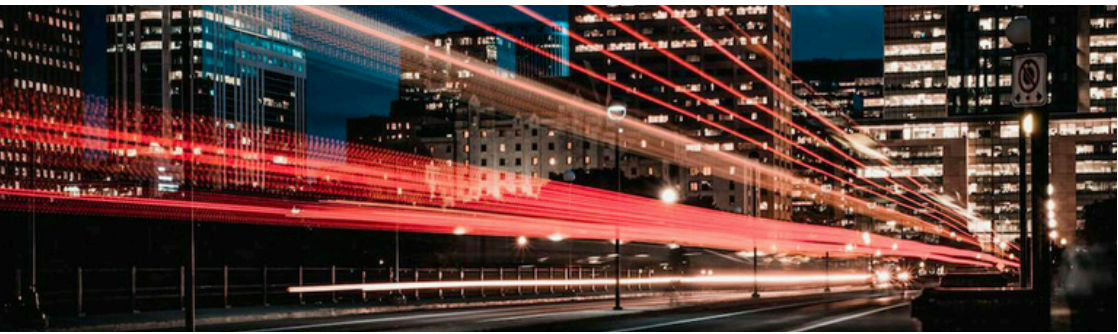
About Terrestrial Energy

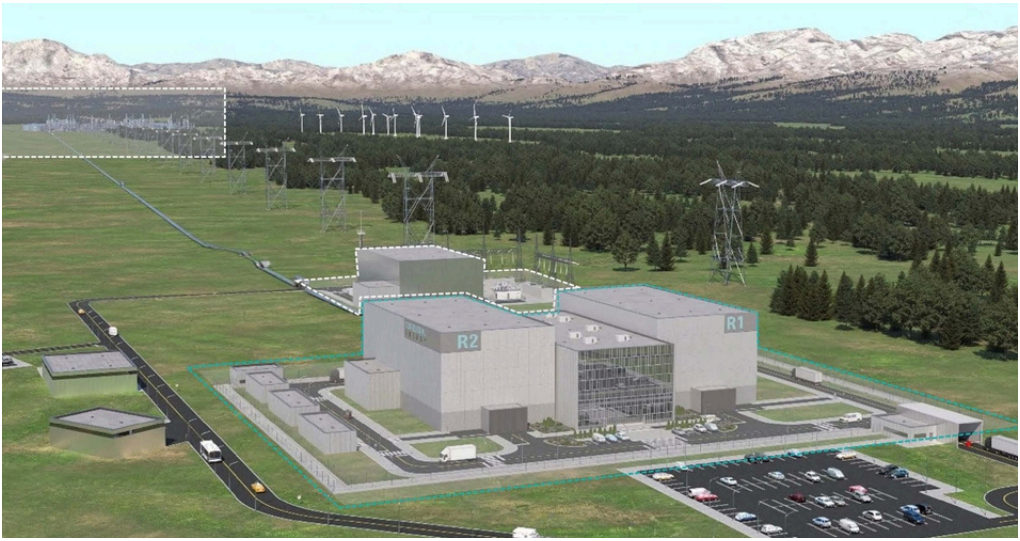
Founded in 2013, Terrestrial Energy (NASDAQ: IMSR) is a U.S. nuclear technology company developing Generation IV nuclear reactor technology, with its flagship product being the Integral Molten Salt Reactor (IMSR), a 390-MWe small modular reactor (SMR) plant designed to produce cost-competitive, high-temperature thermal energy with zero emissions. The IMSR plant uses molten salt reactor technology, characterized by its distinctive use of a molten fluoride salt eutectic that functions simultaneously as nuclear fuel and reactor coolant, enabling stable, high-temperature reactor operation that supports both high-efficiency electricity generation and direct supply of clean thermal energy for industrial operators. This dual-use capability, serving both grid power and industrial heat applications, is a defining feature that sets the IMSR apart from conventional nuclear plant designs, which are optimized exclusively for grid-scale electricity generation.

Terrestrial Energy estimates that the operational advantages of the IMSR's reactor technology and plant design place it competitively in a large and growing serviceable addressable market valued at $1.4 trillion today in OECD countries, spanning clean, firm, high-temperature thermal energy and grid-based electric power supply across a wide range of industrial and grid applications.

The company's recent commercial momentum has been significant: it was selected to site a commercial IMSR plant at Texas A&M University's RELLIS campus, and entered a broad collaboration agreement with Ameresco, Inc. to develop IMSR plant projects for data centers and industrial heat applications across the United States. The company was also selected for the DOE's Advanced Reactor Pilot Program and the DOE's Advanced Nuclear Fuel Line Pilot Project, both established by executive order to fast-track commercial licensing activities for small and modular nuclear plants using advanced reactor technologies.

Terrestrial Energy completed a business combination in late 2025, raising approximately $292 million, and began trading on NASDAQ under the ticker IMSR in October 2025. The company closed 2025 with approximately $298 million in cash on its balance sheet. Headquartered in Charlotte, North Carolina, Terrestrial Energy is actively building out its commercial, engineering, and business development organizations to execute on its U.S. market growth strategy.





Technology and Commercial Differentiation

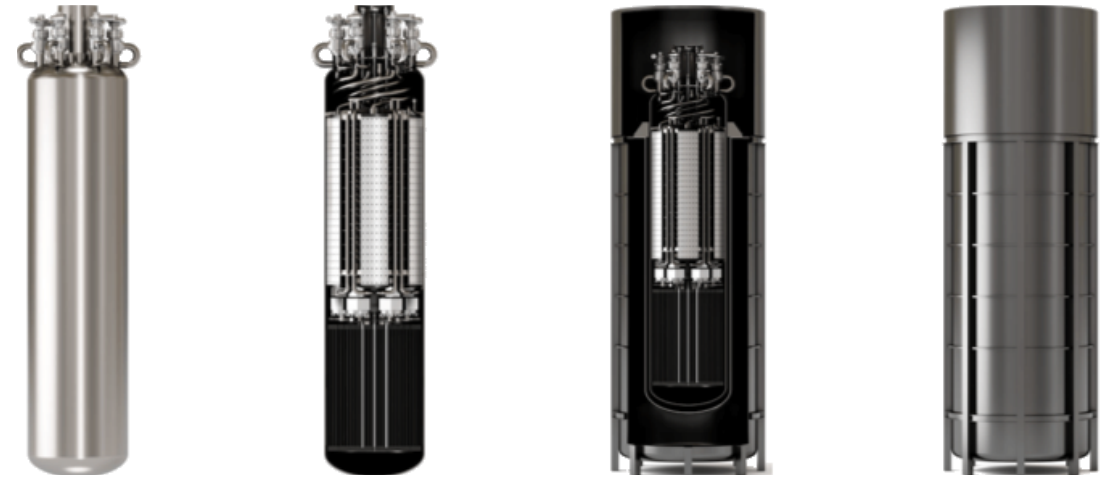
The IMSR's technical differentiation lies in several compounding advantages. The IMSR plant is designed to make pragmatic use of low-cost, readily available standard-assay Low Enriched Uranium fuel (LEU, enriched to under 5%), enabling the company to leverage existing, proven fuel supply chains, significantly accelerating and de-risking its path to deployment, a key advantage over other generation IV nuclear developers who are basing their designs on High-Assay Low Enriched Uranium (HALEU), which faces given significant practical and geopolitical challenges surrounding its commercial supply. The plant's small, modular form factor also enables distributed deployment across a wide range of industrial settings, rather than requiring purpose-built mega-sites. Furthermore, the IMSR's modular Core-unit design simplifies maintenance and enhances safety by integrating primary reactor components into a sealed, replaceable vessel, ensuring a high-efficiency, capital-light model for end-users.

Terrestrial Energy has also established a meaningful lead in regulatory readiness relative to Generation IV peers. In April 2023, Canada's Nuclear Safety Commission (CNSC) completed its multi-year Vendor Design Review of the IMSR plant design, finding no fundamental barriers to licensing the IMSR for commercial use and making the IMSR the first Generation IV reactor design to complete this CNSC Vendor Design Review. In the United States, the U.S. Nuclear Regulatory Commission (NRC) recently accepted the IMSR's Principal Design Criteria in late 2025. These regulatory achievements, spanning two major nuclear jurisdictions, represent a significant validation and a meaningful de-risking of the technology's commercialization path.

50%	40%	<5%	<5 grams	>50 years	7 hectares
More efficient than conventional nuclear power plants	Less waste than conventional nuclear power plants	Enriched uranium fuel, today's only safe and secure nuclear fuel standard	Full life-cycle grams of CO_2-eq per kilowatt-hour of electricity	Plant operating life	Land use for 400MW of electric power

The Opportunity

Terrestrial Energy has recently entered a new and exciting chapter. As the market demand for new sources of reliable, baseload power surges to all-time highs, Terrestrial Energy is well-positioned to provide clean, reliable energy to a variety of end-user markets. Having spent the past decade advancing the science, engineering, and regulatory foundations of its Integral Molten Salt Reactor (IMSR) technology, the company is now transitioning from a development-stage enterprise into a commercialization and execution organization. As a publicly listed company with access to the public markets, Terrestrial Energy is building the financial infrastructure, processes, and team necessary to support its expansion. To further this goal, the company now seeks a Charlotte-based Director of Financial Planning & Analysis to support this next phase of growth.



The Director of FP&A is the financial architect of Terrestrial Energy's forward-looking planning function. The role exists to close a critical gap: the company requires rigorous, high-integrity financial modeling, forecasting, and scenario analysis, work that currently cannot receive adequate attention from the CFO and CEO. The person in this role will own the corporate financial model, lead the budgeting and forecasting cycle, support fundraising and investor presentations, and translate complex project and engineering data into credible, board-ready financial narratives. They will be a builder, bringing added structure, discipline, and institutional-grade standards to enhance the capabilities of a small but rapidly-growing company. Critically, this role is not principally about reporting what has already happened. It is about building forward-looking financial intelligence that allows leadership to make decisions with confidence, understanding how today's choices affect capital requirements, financing strategy, and enterprise value years from now. The Director will have direct input into how Terrestrial Energy thinks about its financial future across a multi-decade horizon.

The Director of FP&A will report directly to the Chief Financial Officer with a strong dotted-line relationship to the CEO. The role will also interface closely with Investor Relations and project-level financial analysts who are being embedded within the engineering and project management organizations. This is a senior individual contributor role with high strategic visibility. The Director will exercise significant cross-functional influence, engaging senior leaders across Engineering, Licensing, Commercial, and Project Management to gather inputs, validate assumptions, and build integrated financial models. In practice, this means the Director will be embedded in the most consequential financial conversations the company has, from how capital is raised and deployed across major projects, to how the company's long-range value creation story is communicated to institutional investors and the buy side. The role carries real influence over how Terrestrial Energy is understood and valued externally, and how resources are allocated internally.

Why This Role

Perhaps the most compelling aspect of this opportunity is its proximity to strategy. The Director of FP&A will not be performing finance in support of the business — they will be at the center of how the business thinks about itself. CEO Simon Irish has described this person as being "right at the heart of how we think about this company strategically," with direct influence over how Terrestrial Energy finances its growth over the next two decades.

For candidates coming from investment banking, infrastructure investing, private equity portfolio finance, project finance, or sophisticated FP&A environments, this role offers a different kind of challenge: the opportunity to move from advising businesses to helping build one. The person who joins will help shape how Terrestrial Energy raises capital, allocates resources, evaluates opportunities, and creates enterprise value — with the scope and visibility that only comes from working directly alongside the CEO and CFO of a company at this stage of its development.



Specific Job Responsibilities Include:

Financial Planning & Forecasting

- Lead the annual budgeting process and quarterly forecasting cycles.
- Develop long-range financial plans aligned with corporate strategy.
- Prepare monthly variance analyses comparing actual results to budget or forecast, as applicable.
- Analyze business trends, operating metrics, and cost structures.

Strategic Analysis

- Provide actionable financial insights and recommendations to executive leadership.
- Support strategic initiatives, capital allocation decisions, and investment analyses.
- Develop and maintain financial models for scenario planning, growth initiatives, and business cases.
- Evaluate operational performance and identify opportunities for improvement.
- Build and maintain integrated long-range financial models that project capital requirements, revenue assumptions, cash flows, and balance sheet impacts across multi-year horizons, forming the analytical foundation for major financing decisions and investor communications.



Reporting & Business Partnership

- Prepare executive-level presentations, board reporting materials, and management dashboards.
- Partner with department leaders to monitor budgets and financial performance.
- Establish and track KPIs and operational metrics across the organization.
- Deliver timely and accurate financial reporting and analysis.

Process Improvement & Systems

- Improve financial planning processes, reporting automation, and analytical tools.
- Support implementation and optimization of ERP.
- Enhance data integrity, reporting consistency, and forecasting accuracy.
- Develop scalable FP&A infrastructure to support company growth.

Leadership & Team Management

- Foster a collaborative, high-performance finance culture.
- Coordinate cross-functional initiatives with accounting, operations, business development, HR, and other departments.
- Ensure adherence to internal controls and corporate policies.

Ideal Candidate Requirements / Attributes

Terrestrial Energy is a mission-driven organization operating in one of the most demanding and technically complex sectors in the world. The culture is intellectually serious, analytically rigorous, and unambiguous about quality. The leadership team sets a high bar and expects the same from everyone they hire, so the ideal candidate will be someone who strives for excellence in all that they do. The ideal candidate will be a builder: someone who can proactively shape the financial foundation of a company that is commercializing a first-of-its-kind energy technology. The ideal leader will bring urgency, judgment, maturity, and unwavering integrity and will be someone who thrives in a company ambitiously working to change the trajectory of its industry. This leader will enjoy being part of a capable and tight-knit office-based culture in Charlotte, operating as a partner to the broader executive team.



The Ideal Director of FP&A will be:

- **A standard-bearer, not a standard-follower.** This person will arrive knowing what "good" looks like in financial planning and modeling, and will raise the bar of what the organization expects from its planning function. They should be uncomfortable with mediocrity and proactive about fixing it.
- **Tenacious and self-directed.** In a company where senior engineers and project managers are fully consumed by their own work, the FP&A Director cannot wait for information to come to them. They must build relationships, follow up relentlessly, and solve for data gaps independently.
- **Analytically courageous.** Willing to tell the CFO and CEO what they need to hear, not just what confirms prior assumptions. The analysis must be honest, even when the numbers are uncomfortable.

- **Strategically curious.** Genuinely interested in how the company creates value over a 10–20 year horizon, not just what the next quarter's variance looks like. Comfortable thinking in long-horizon scenarios.
- **Adaptable and growth-oriented.** This is a company in rapid growth and transition. Processes, systems, and reporting structures will evolve over time. The right person is energized by building and adaptable to change, not frustrated by ambiguity.
- **Professionally mature.** Able to engage confidently with C-suite executives and board members, as well as project-level engineers and managers. Knows when to push, when to listen, and when to escalate.



Core Competencies

- **Analytical excellence:** Proficiency in accounting principles and financial analysis, using both basic and advanced mathematical concepts to ensure accurate financial reporting and auditing.
- **Financial planning oversight:** Ability to develop and manage comprehensive quarterly and annual budgets.
- **Executive communication:** Exceptional communication skills to convey complex financial insights to various stakeholders across the organization.
- **Strategic financial leadership and problem-solving:** Responsible for enhancing company operations through the in-depth analysis of financial data and business intelligence. Ability to develop strategies to optimize financial performance while maintaining operational efficiency.
- **Risk management:** Ability to address issues ranging from budget disputes to potential financial irregularities, requiring meticulous attention to detail and a strong ethical foundation.



Requirements

- A minimum of 8 years of progressive finance and FP&A experience, ideally with experience in a public company environment.
- Bachelor's degree in Finance, Accounting, Economics, or related field required, with additional consideration given for an MBA, CFA, CMA, or CPA.
- Strong financial modeling, forecasting, and analytical skills.
- In-depth experience with ERP systems and financial planning tools.
- Advanced proficiency in Microsoft Excel and financial reporting software.
- Experience in high-growth, technology, SaaS, or manufacturing environments and in investment banking or private equity a strong plus.
- Familiarity with board reporting and investor support activities.
- Experience supporting strategic transactions, fundraising, or M&A activities a strong plus.
- Excellent communication and presentation skills.
- Ability to influence and collaborate across all organizational levels

Contact Information

carterbaldwin
search done better™

Chris Guiney
Partner
(678) 448-0017
cguiney@carterbaldwin.com

Ted Wieber
Consultant
(678) 448-0006
twieber@carterbaldwin.com

Melissa Scott
Researcher
mscott@carterbaldwin.com

Beth Miller
Search Coordinator
bmiller@carterbaldwin.com

Location

Charlotte, North Carolina
As a critical company leader, regular in-office presence is expected (i.e. 5 days per week in office). Travel to operating sites and company locations as needed.

