



CHIEF FINANCIAL OFFICER

CLIENT

[Wagstaff & Cartmell](#) isn't your typical law firm and that's by design. Based in Kansas City and trusted nationwide, this nationally recognized litigation firm is known for winning complex, high-stakes cases with a blend of sharp legal strategy and personal commitment. Whether navigating mass torts, class actions, product liability, commercial disputes, medical malpractice, or environmental litigation, Wagstaff & Cartmell brings both horsepower and heart to the courtroom.



What sets them apart? A mindset that transcends the traditional. The firm defines *winning* not just by verdicts and settlements—but by doing what's right for every client, every time. They've recovered over \$2 billion for plaintiffs and fiercely defended some of Kansas City's most respected companies, proving they know how to lead on both sides of the aisle.

At the core of it all is a culture rooted in integrity, collaboration, and respect. This is a team that believes excellence at work should go hand in hand with kindness, humility, and community impact. From mentoring the next generation of legal talent to championing local causes, Wagstaff & Cartmell walks the talk.

Their team includes former federal clerks, attorneys from elite national firms, and professionals repeatedly



recognized among the best in the business. It's a place where experience meets innovation—and where credibility isn't just claimed, it's earned.

Wagstaff & Cartmell offers a rare blend of experience, innovation, and credibility—delivering exceptional insight in every case.

At the heart of Wagstaff & Cartmell's success is a culture that values efficiency, creativity, and, above all, credibility. The firm fosters a positive working environment, supports local charities, and emphasizes respect in all interactions. This commitment to integrity and community is valued and supported.

RESPONSIBILITIES

The Chief Financial Officer (CFO) is a critical member of the firm's executive leadership team, responsible not only for all accounting and finance operations but also for overseeing the firm's IT and Human Resources functions. This role plays a pivotal part in driving operational excellence, supporting strategic initiatives, and ensuring long-term organizational success.

Reporting to the Managing Partner and working closely with senior leadership, the CFO will lead a team across Trust Accounting, Accounts Payable, and Mass Tort Reporting, while also providing oversight and strategic direction for HR and IT. The CFO will align financial and operational strategies with firmwide goals, enhance cross-functional performance, and foster scalable systems and processes to support growth.

The ideal candidate brings deep financial expertise, operational insight, and a collaborative leadership style, with experience in the legal or professional services industry. This role requires a forward-thinking, analytical leader who can connect strategy to execution and serve as a trusted advisor across the business. Key responsibilities include:

Strategic Planning & Leadership

- Support the preparation of short-term and long-range plans and budgets based on firm goals and growth objectives.
- Prepare and present timely financial reports and forecasts—both firmwide and specific to the Mass Tort practice—to support strategic decision-making.
- Advise the Managing Partner and senior management on financial planning, budgeting, and forecasting.

Team Leadership & Organizational Culture

- Lead and oversee departmental staff, ensuring clear roles, responsibilities, and accountability aligned with firm policies and strategic objectives.
- Develop and mentor high-performing teams, prioritizing staff growth, cross-training, and collaborative leadership.
- Foster a culture of integrity, accountability, and continuous improvement across all functions.
- Build consensus and navigate complex organizational dynamics through diplomacy and inclusive decision-making.

Financial Management & Reporting

- Prepare financial reports, forecasts, and analyses, monthly and as needed; provide analysis and reports for partner compensation.
- Manage the firm's cash flow, working capital, line of credit, and banking relationships to ensure financial stability and liquidity.
- Collaborate with external CPA firm on tax planning and year-end audit. Ensure all IRS and state required filings are complete.
- Coordinate with HR on benefit accounting and administration, including retirement plans, and maintain strong relationships with key external vendors and financial institutions.

Accounting Operations & Controls

- Oversee accounting, billing, collections, trust accounting, and payroll functions and ensure strong internal controls are in place.
- Ensure compliance with applicable legal and regulatory standards, including law firm-specific rules (e.g., trust accounting rules).
- Optimize financial systems and processes for efficiency and accuracy.

Risk Management & Insurance

- Safeguard the firm's assets by maintaining robust internal controls, ensuring compliance with GAAP, and supporting strong audit procedures.
- Ensure ongoing compliance with all applicable federal, state, local, client, and insurance-related regulations, as well as the standards of independent auditors.
- Proactively assess organizational risk, guide insurance strategy, and collaborate with attorneys and the IT Manager on annual renewals for Professional Liability and Cyber Insurance, ensuring appropriate coverage and mitigation measures are in place.

[Why Join Wagstaff & Cartmell?](#) Wagstaff & Cartmell offers the rare combination of national-caliber litigation work, and a supportive, team-oriented culture rooted in Kansas City-values. Known for its high-impact work and exceptional leadership, seasoned professionals who lead with integrity, vision, and commitment to excellence. Team members enjoy meaningful, challenging work in an environment that prioritizes mentorship, innovation, and mutual respect, making it a place where great people thrive, and contributions truly matter.

EDUCATION AND EXPERIENCE

- Bachelor's degree in accounting or finance required; CPA or MBA preferred.
- 10+ years' experience in a law firm or other professional services environment is highly preferred, along with strong diplomatic skills and the ability to navigate and collaborate effectively within a true partnership structure.
- Proven financial leadership with strong expertise in budgeting, financial systems, accounting operations, and technology-driven solutions.

- Comprehensive knowledge of GAAP and its practical application in law firms or professional services settings, with proficiency in cost accounting to evaluate the profitability of mass tort and litigation cases.
- Strong leadership and administrative management skills, with the ability to operate independently while providing strategic direction and guidance to the accounting team.
- Ability to analyze complex issues, solve problems, exercise sound judgment, make informed decisions, and take initiative.
- Skilled in delivering clear, persuasive presentations on complex or sensitive topics to executive leadership, stakeholders, and other key audiences.
- Capable of effectively addressing inquiries or concerns from clients, regulatory agencies, and members of the business community.
- Polished people skills to create an atmosphere of mutual respect and openness. Encourage resourcefulness and collaboration as a team.
- Advanced skills in Microsoft Office 365, particularly in Excel. Knowledge of law firm software, a plus.

ATTRIBUTES FOR SUCCESS

- A polished, executive presence with excellent communication skills—able to build trust, convey complex ideas clearly, and foster understanding across all levels of the organization.
- A motivational leader known for building high-performing, collaborative teams, championing innovation, and aligning people and resources to achieve long-term goals.
- Client-focused and service-oriented, consistently delivering high-quality results, resolving issues proactively, and promoting a culture of accountability and excellence.
- Exercises sound judgment in managing people and operations, balancing strategic priorities with practical decision-making to drive performance.
- Highly organized with strong time and project management skills; adept at managing competing priorities with professionalism and composure.

COMPENSATION

Compensation will be market-based, corresponding to the experience level, credentials, and personal characteristics of the candidate. A base salary will be supplemented by participation in a short-term incentive program. A full range of employee benefits will be offered to the successful candidate including: a 401(k) plan (matching provision); health, life, and optional disability insurance; vision and dental coverage.

APPLICATION PROCESS

CBIZ Talent and Compensation Solutions, an executive search firm, is assisting Wagstaff & Cartmell with this important search. All calls and inquiries should be made through the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled.

NON-DISCRIMINATION

Our client and CBIZ Talent and Compensation Solutions firmly support the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other protected category pursuant to applicable federal, state or local law.

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