

SHOOK

HARDY & BACON

CHIEF FINANCIAL OFFICER

CLIENT

[Shook, Hardy & Bacon L.L.P.](#) is a leading national law firm known for its trial expertise and litigation strength, particularly in complex areas involving science, health, and technology. The firm represents global leaders across various industries, including consumer products, pharmaceuticals, automotive, chemicals, software, and agribusiness. In addition to its premier product liability practice and trial reputation, Shook is widely recognized for its capabilities in business and commercial litigation, class actions, intellectual property, environmental and toxic tort, regulatory matters, and data privacy.



Founded in Kansas City in 1889, Shook, Hardy & Bacon (Shook) operates **18 offices** across the U.S. Over the past six years, the firm has opened seven new offices as part of its continued strategic growth, aimed at enhancing client service and expanding market reach. It now employs more than 1,200 professionals, including over **560 attorneys** and 200 analysts and specialists.

As Shook has expanded, it has stayed true to its core values of legal excellence, community engagement, and a collegial work culture. The firm fosters an inclusive environment, actively supports pro bono efforts, and invests in local community initiatives.

Under the leadership of Firm Chair Madeleine McDonough, and an 11-member Executive Committee, the firm prioritizes aligning its approach with each client's business objectives, driving both strategic direction and financial flexibility. Approximately 50% of the firm's revenue is generated through alternative fee arrangements.

Shook protects and advances leading global companies through litigation and strategic counsel. With a mission to be the best in the world at delivering creative, practical solutions with exceptional value, the firm consistently delivers on that promise. Shook has been recognized for excellence by [Chambers USA](#), [The American Lawyer](#), and other leading industry publications.

RESPONSIBILITIES

The Chief Financial Officer (CFO) is a vital member of the firm's executive leadership team, responsible for all accounting and finance operations. This role supports strategic priorities and drives long-term financial strength and competitiveness.

Reporting to the COO and partnering closely with the Chair and Executive Committee, the CFO will align financial strategy with firmwide goals. Leading a team of approximately 70 team members through 8 direct reports, including Directors of Billing & Collections, Pricing, Planning & Analysis, and Financial Systems, the CFO will ensure both operational excellence and strategic financial leadership. As a key business partner, the CFO will offer financial vision and sound recommendations, even amid challenge or resistance.

We seek candidates with large law practice experience who are known for technical excellence, strategic thinking, innovation and integrity. Ideal applicants are collaborative, communicative, and courageous A-players with a client-service mindset who consistently deliver high performance and uphold the highest ethical standards. Key responsibilities include:

Strategic Leadership

- Provide policy-level financial recommendations to support the firm’s long-term growth , while leading analysis of broader economic, business, and financial trends to assess their impact on firm strategy and operations.
- Collaborate with C-Suite peers to align and advance firmwide strategic initiatives, ensuring cross-functional efforts support long-term organizational goals.
- Support the preparation of short-term and long-range plans and budgets based on firm goals and growth objectives.
- Assist with and support investigations and negotiations related to M&A divestiture activities, in coordination with and subject to Executive Committee approval.

Financial Management & Oversight

- Oversee and direct all core financial functions, including treasury, budgeting, audit, tax, accounting, purchasing, long-range forecasting, and insurance, ensuring the overall adequacy and soundness of the firm’s financial structure.
- Appraise the firm’s financial position and report regularly on liquidity, stability, and growth in a clear, actionable manner for firm leadership.
- Partner with the COO to develop the annual budget for Executive Committee approval and support effective resource management within approved guidelines.
- Coordinate with HR on benefit accounting and administration, including retirement plans, and maintain strong relationships with key external vendors and financial institutions.

Administrative & Operational Execution

- Translate strategic goals into actionable financial and operational policies, ensuring alignment between firmwide initiatives and day-to-day execution. Establish and enforce policies consistent with the Firm Chair’s and Executive Committee’s objectives.
- Monitor organizational performance against established goals, implementing corrective actions and intervening directly, when necessary, while maintaining a focus on long-term strength and sustainability.
- Engage regularly with the COO, Firm Chair, and Executive Committee to communicate emerging risks and opportunities, seek input, and contribute fresh ideas grounded in data, diverse experience and external insights.
- Coordinate with other Executive Operations Team (EOT) members to ensure shared firm policies, procedures and services are consistent, efficient, and provide superior

customer service to attorneys.

Team Leadership & Organizational Culture

- Lead and oversee departmental staff, ensuring that responsibilities, authority, and accountability are clearly defined, well understood, and regularly evaluated to align firm policies and strategic objectives.
- Cultivate a cohesive, high-performing team by actively developing staff talent and prioritizing their growth and success over personal recognition, ensuring impact at the highest level to benefit the firm.
- Work within the organization to build consensus through diplomacy among large numbers of people with multiple views and needs.
- Join other firm leaders in enhancing a culture that is team-oriented and committed to collaboration, prompt communication, flexibility, follow-through, client service, and professional excellence.

Compliance, Risk & Controls

- 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 areas of organizational risk, provide guidance on insurance agreements, and implement mitigation strategies as needed.

Why Join Shook, Hardy & Bacon? Shook, Hardy & Bacon offers more than just a prestigious name, it is a place where talented professionals thrive. With a national reputation for excellence in litigation and a strong commitment to mentorship, diversity, and professional development, Shook provides meaningful work in a supportive, inclusive environment. The firm's continued growth, flexible work policies, and robust benefits reflect its investment in both clients and employees, making it a compelling place to build a lasting career.

EDUCATION AND EXPERIENCE

- An advanced degree (MBA or JD) and/or CPA is strongly preferred.
- 15+ years of professional experience, including at least 5 years in public accounting and/or private industry, with a strong record of success in fast-paced environments involving multiple stakeholders and decision-makers.
- Demonstrated financial leadership with deep expertise in management, budgeting, accounting systems, and financial technology solutions.
- Experience in a large law practice 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.
- A background in leading operations in multinational organizations, with a strong understanding of the financial complexities related to multiple currencies and international tax jurisdictions.
- Strong business and analytical skills, with the ability to synthesize data, identify trends,

- and develop thoughtful, creative recommendations to address current/emerging issues.
- Proven ability to identify organizational needs and lead change with a steady, solutions-focused approach, maintaining an elevated level of customer service and operational excellence throughout transitions.
 - 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.

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 visionary and 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.
- Embraces and promotes firm goals with enthusiasm, effectively advocating for change and encouraging alignment throughout the organization.

PERSONAL CHARACTERISTICS

- Models the highest standards of integrity, transparency, and accountability—earning trust through consistent actions and ethical leadership.
- Kind, humble, and emotionally intelligent, with a team-first mindset and a collaborative, consensus-building leadership style.
- Demonstrates strong interpersonal skills, effectively managing through influence to gain buy-in without relying on authority or control.
- Analytical, intellectually curious, and proactive—seeking answers, solving problems, and taking initiative with a methodical, well-organized approach.
- Owns outcomes and remains composed under pressure, showing resilience and professionalism in challenging or high-stakes situations.

LOCATION

Shook, Hardy & Bacon's Accounting department is largely located in **Kansas City, Missouri** offering employees the opportunity to work in a city known for its affordability, vibrant culture, and strong sense of community. For those located elsewhere or seeking flexibility, alternate office locations could potentially include other geographic areas where the firm has offices—each providing access to dynamic legal markets and collaborative teams, while maintaining the firm's unified culture and commitment to excellence.

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 including a firm contribution), health, life, and optional disability insurance; vision and dental coverage.

APPLICATION PROCESS

CBIZ Talent & Compensation Solutions, an executive search firm, is assisting Shook, Hardy & Bacon 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 & 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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