EAGLE RAILCAR SERVICES
Senior Financial Planning & Analysis Analyst

POSITION OVERVIEW

Reports To: VP, Finance

Location: Remote with one week per month on-site in Eastland, TX

Employment Type: Full-Time

Experience Required: 4–6 years

Eagle Railcar Services is a leading railcar repair and maintenance company operating 13 shops across the U.S. Backed by EQT Partners, we are scaling our finance function to support continued growth. The Senior FP&A Analyst will serve as a critical partner to the VP of Finance, owning monthly financial analytics, Budget vs. Actual reporting across all shop locations and corporate, and the annual budget process.

KEY RESPONSIBILITIES

Monthly Financial Analytics & Reporting

- Prepare and distribute monthly financial packages for all 13 shop locations and corporate, including P&L, KPI dashboards, and variance narratives.
- Conduct Budget vs. Actual analysis, identifying drivers of variance and working with shop managers to understand operational context.
- Develop and maintain standardized reporting templates that enable consistent performance tracking across locations.
- Translate financial results into clear, executive-level commentary for the VP of Finance, CEO, and PE sponsor.

Budgeting & Forecasting

- Lead the annual budget process, coordinating input from 13 shop locations and corporate functions and consolidating into a company-wide financial plan.
- Maintain rolling forecasts updated for actual results and revised business assumptions throughout the year.
- Build and continuously improve financial models supporting scenario analysis, capacity planning, and capital allocation decisions.

Business Partnering & Decision Support

- Partner with shop managers and operational leaders to drive financial literacy and accountability at the location level.
- Support strategic initiatives including M&A due diligence, new shop integration, and pricing analysis as needed.
- Respond to ad hoc data and analysis requests from the VP of Finance, CEO, and EQT.

Systems & Process Improvement

- Maintain and improve FP&A infrastructure, including financial data pulls, Excel/BI models, and reporting workflows.
- Identify and implement process improvements that reduce cycle time and improve data accuracy.

QUALIFICATIONS

Required

- Bachelor’s degree in Finance, Accounting, or Economics; MBA or CPA a plus.
- 4–6 years of FP&A experience, preferably in a multi-site industrial, manufacturing, or services business.
- Demonstrated expertise in Budget vs. Actual analysis, financial modeling, and management reporting.

- Advanced Excel skills; proficiency with ERP systems.
- Strong written and verbal communication — able to translate numbers into operational insight for non-finance audiences.
- Comfortable working in a fast-paced, PE-backed environment with high accountability standards.
- Willingness to travel to Eastland, TX one week per month.

Preferred

- Experience supporting a private equity sponsor, including board reporting and investor data requests.
- Background in railcar, rail services, transportation, or asset-intensive industries.
- Experience with Power BI, Tableau, or similar BI/visualization tools.
- Familiarity with job-costing or shop-level P&L structures.

WHAT WE OFFER

- Competitive base salary and annual bonus tied to company and individual performance.
- Full benefits package including medical, dental, vision, and 401(k).
- Direct exposure to senior leadership and PE ownership — high visibility, high impact role.
- Opportunity to build and shape the FP&A function as the company grows.