



Talent & Finance Manager

CapTrust Wealth Advisors — Holland, MI | On-site, Full-Time

CapTrust Wealth Advisors, located on 8th Street in beautiful downtown Holland, is seeking a full-time Talent & Finance Manager to lead and execute the HR and financial operations behind our growing wealth management firm. Our mission is to enrich the lives of our clients, colleagues, and communities through sound financial advice, integrity, and exceptional service.

This is a key role at CapTrust that combines HR strategy with internal financial operations. Working closely with leadership, the position helps align people and financial resources with the firm's long-term goals. If you enjoy building scalable systems and improving internal processes behind the scenes, we'd love to connect.

What you'll do

- Oversee internal finance — cash flow, monthly reporting, payroll (including advisor commissions), AP/AR, and tax coordination
- Lead HR across the firm — culture, hiring, onboarding, performance, benefits, and compliance
- Manage ownership functions, including distributions and equity transactions
- Build scalable workflows and recommend tools that improve accountability and efficiency
- Drive strategic workforce planning and partner with coaches to develop high-performing teams

What we're looking for

- Bachelor's degree required
- 5+ years of HR leadership and 3+ years of financial management experience
- Proven success leading initiatives across both HR and finance
- Proficiency in Microsoft Office, QuickBooks, and financial reporting; advanced Excel
- Preferred: exposure to banking, investment management, or related operations
- A strategic, systems-minded leader with high integrity and strong communication skills

Let's talk

We're looking for smart, thoughtful people who want real responsibility and room to grow. Connect with us at talent@ctwealth.com. We're excited to start the conversation.