

SUBCRITICAL SYSTEMS · JOB OPPORTUNITY

Head of Finance and Accounting



Department Operations

Posted

October 06, 2026

Location Austin, TX

Employment

Full Time

ABOUT SUBCRITICAL SYSTEMS

Subcritical Systems, Inc. is a venture-backed startup in Austin, Texas building the accelerator driven systems and the only US commercial manufacturer of accelerator cavities. What Space X did for rockets, we plan to do for accelerator cavities and commercialize across applications of power production, medical isotopes, semiconductors and waste transmutation.

We are in the process of building the Energy Amplifier — a novel nuclear fission system in which a particle accelerator drives a subcritical core, making meltdown physically impossible for clean power production. Due to its inherent safety, our system has a more streamlined licensing process. Our founding team includes successful entrepreneurs with a track record of building several multibillion dollar companies in deep-tech, and scientists who were leading U.S. national labs with deep experience in accelerator & nuclear technologies.

We are actively hiring to expand our team as we work toward licensing, regulatory submissions, and construction of our first energy amplifier. More information is available at subcritical.com.

ROLE SUMMARY

Subcritical Systems is seeking a VP of Finance & Operations to build and run the company's finance function. Reporting to the Co-founder and President and to the CFO, you will own everything finance and operations touches for our employees and vendors: payments, payroll, taxes, stock options, contracts, procurement, and quarterly GAAP reporting to our investors and shareholders.

This is a hands-on, in-the-weeds role. You will be in the factory daily, working alongside the engineering and manufacturing teams whose work you support, and providing leadership with the detail behind the numbers. With a small team, you will independently handle accounting, procurement, and investor relations support, while building the systems and the team Subcritical needs as it scales.

We are looking for someone direct, pragmatic, and financially literate who solves problems the simple way. Every process should earn its place: if it doesn't make the company faster, better informed, or more compliant, it shouldn't exist. You will use AI tools and automation wherever possible to make finance as efficient and frictionless as possible for everyone who works with it.

KEY RESPONSIBILITIES

- **Build the finance function.** Design and implement the accounting, payables, payroll, procurement, and financial reporting systems Subcritical needs today, structured to scale as we move toward commercialization.
- **Own payments and expense management.** Run accounts payable and vendor payments. Set up a simple process for employees to upload receipts, categorize expenses, and complete a first-pass review, and delegate day-to-day screening as the team grows.
- **Run payroll and employee finance.** Manage payroll through Trinet, benefits deductions, and reimbursements accurately and on time, and serve as the go-to contact for employee finance questions.
- **Manage tax compliance.** Own federal, state, and local tax filings, including income, payroll, sales and use, and property taxes, working with outside advisors where it makes sense.
- **Administer equity.** Maintain the cap table, manage stock option grants and exercises, coordinate 409A valuations, and keep equity records accurate and diligence-ready.
- **Own contracts and procurement.** Manage vendor and customer contracts, purchasing, and supplier terms. Make it easy for engineering and manufacturing teams to get what they need, with controls that are proportionate rather than burdensome.
- **Deliver GAAP reporting.** Run a timely monthly close and deliver quarterly GAAP financial statements to investors and shareholders. Lead independent audits, board reporting, and grant or lender reporting as required.
- **Lead financial modeling and planning.** Build and maintain detailed financial models, budgets, and cash forecasts. Give the President and CFO the analysis they need to make decisions on spending, hiring, and capital raising.
- **Support investor relations.** Prepare investor updates, respond to diligence requests, and maintain the data room alongside leadership.
- **Automate relentlessly.** Use AI tools, integrations, and lightweight internal tools to eliminate manual work, reduce errors, and keep finance and operations frictionless for employees and vendors.

QUALIFICATIONS

Required

- Demonstrated experience building a finance function from the ground up at a venture-backed startup, ideally one that scaled into the hundreds of millions. We are looking for startup operators rather than candidates whose experience is primarily in large corporate finance organizations.
- Hands-on experience across the full scope of this role: payables, payroll, tax filings, stock options and equity administration, contracts, and GAAP financial statements. You have built these financial reporting systems yourself and know how to get them done well.
- Strong financial modeling skills, with the ability to build detailed operating models and forecasts and explain them clearly to executives and investors.
- A pragmatic, low-friction approach. You favor simple processes that make sense and avoid processes for its own sake.
- Fluency with modern finance software and AI tools, and comfort building or configuring lightweight tools and automations yourself, including with AI-assisted coding.

- The ability to work independently with a small team, take full ownership of problems, and handle tasks at every level.
- Sound judgment, discretion with confidential information, and a strong work ethic. We value demonstrated capability and results over specific qualifications or a prescribed number of years of experience.
- Finance leadership experience in start-up and medium-sized companies.
- Ability to complete clean and compliant external audits.
- CPA or equivalent accounting background

Preferred

- Exposure to hardware, manufacturing, or capital-intensive businesses, including capital projects, inventory, or cost accounting.
- Experience with government grant or award accounting and compliance.

BENEFITS

Benefits: We offer health, dental, and vision insurance.

LOCATION & WORK POLICY

This role is fully in person in Austin, Texas. Our facility is located next to Austin Airport.

HOW TO APPLY

Apply on LinkedIn or submit your resume and a brief cover letter to careers@subcritical.com with the subject line "Head of Finance and Accounting - Application". Applications are reviewed on a rolling basis.