



DIRECTOR OF ACCOUNTING

Classification: Director Level II

Location: District Office

Reports to: Executive Director of Finance

FLSA Status: Exempt (Executive)

Employee Group: Executive/Managerial

The job description does not constitute an employment agreement between the district and employee and is subject to change by the district as its needs and job requirements change.

Part I: Position Summary

Provides management and supervision of the District's financial accounting program.

Part II: Supervision and Controls over the Work

Serves under the guidance and administrative supervision of the Executive Director of Finance. Is held responsible for results in terms of effectiveness of planning, policies, and programs and for contribution to and achievement of program's goals and objectives. Work is guided by, and must be in compliance with, federal and state law, policy direction of the School Board, and compliance with state and local regulatory agencies.

Part III: Major Duties and Responsibilities

Program Administration:

1. Establishes accounting policies, procedures, and practices that comply with Generally Accepted Accounting Principles. Establishes internal controls to assure fund, receipts, and expenditure accountability.
2. Oversees and performs activities involved in the maintenance and control of the general ledger. Reviews and/or initiates and posts journal entries. Monitors posted financial data and prepared financial analyses and reconciliations. Prepares periodic financial reports and statements. Conducts annual closing of financial accounting records.
3. Manages and supervises the accounting staff in the daily administration of all accounting and fund control functions. Provides direction and guidance to District administrators in the execution of their financial management functions.
4. Assists in annual budget preparation and related projections. Prepares operating budgets and assigns account codes to district-related accounts. Monitors analyzes and reconciles program expenditures.
5. Audits federal, state, and grant programs to ensure all program requirements are being met and that funds are properly accounted for.
6. Oversees all funds' collection, safekeeping, distribution, and investment. Coordinates with the country treasurer in the management of investment funds.

Program Leadership: Assists and supports the Executive Director in:

1. **Planning and Programming:** Stays abreast of research on the changing nature of the profession, the field of public education, and changing national, regional, and local trends that may impact program areas. Participates in discussions on evolving demands and expectations and the impact those demands and expectations will have on assigned programs. Uses forecasting tools and strategies to predict future needs. Anticipates and develops strategies and programs that respond effectively to anticipated needs and the changing profession.
2. **Financial Management and Strategic Planning:** Advises the Executive Director, District Leadership, and the Board on the financial implications of assigned programs. Administers programs within approved budget parameters, including allocation of staff resources. Oversees and participates in the evaluation of financial reports to assess program implementation and status. Maintains sound risk management and/or internal control over program assets.
3. **Policy Formulation and Guidance:** Recognizes the need for and formulates policies necessary to implement program management goals and objectives and ensure the effective operation of assigned programs. Establishes a system for periodic review of policies to determine when modifications are necessary to advance the department's goals and serve the overall needs of employees, managers, and the organization.
4. **Program Direction and Staff Supervision:** Oversees organizational management in all assigned areas. Assures that functions are effectively structured and work coordination procedures are in place to achieve high integration and synergy across program functions. Approves position structures and operating practices essential to developing and delivering quality programs and services. Recruits and assigns staff assuring that they possess and practice the values necessary to achieving the level of program delivery and customer service that is essential to a highly effective organization. Assesses, evaluates, and provides for training and professional development of subordinate staff. Creates communication, collaboration, and coordination processes that assure all staff members are timely and effectively informed of department policies, issues, and guidance that their programs are expected to support. Establishes an environment in which all staff members are comfortable and forthcoming in sharing their ideas, needs, and concerns and in which the staff collaboratively works together to seek solutions and resolutions.
5. **Program Evaluation, Analysis, and Feedback:** Establishes a system of data collection and analysis that provides for continuous assessment of program effectiveness and/or changing needs. At least annually, conducts a comprehensive assessment review of all programs to determine their level of effectiveness and contribution to the department's mission and to identify problem areas, areas of high success, and areas in need of change. Prepares structured presentations to the Superintendent to share the program evaluation results.

Performs other duties as assigned.

Part IV: Minimum Qualifications

1. Must have successful experience in working with culturally diverse families and communities, or have otherwise demonstrated a commitment to strengthening engagement of a diverse community and skill in communicating with a diverse population.
2. Bachelor's Degree or equivalent in assigned or closely related areas of study.
3. Minimum of five years of program management or occupational experience that provided a full range of knowledge of the full range of accounting and financial reporting functions.
4. Strong analytical and problem-solving skills, and understanding of client-centered support and services.
5. Excellent oral, written, presentation, and interpersonal communication skills.
6. Ability to work both independently and cooperatively.
7. Ability to organize work, set priorities, and meet deadlines. Ability to establish effective working relationships at all levels of the organization.
8. Ability to remain calm, deliberate, and tactful in stressful and emotional situations.

Part V: Desired Qualifications

1. Master's Degree in business or related field.
2. Experience in public school financial management.

Part VI: Physical and Environmental Requirements of the Position

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

While performing the duties of this job, the employee is frequently required to sit, talk, lift, carry, move about, hear and speak.

The employee must occasionally lift and/or move 25 to 50 pounds.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

The employee may sit or stand for longer than 2 hours at a time, lift objects repeatedly, and undertake repeated motions.