

**Job Title:** Director

**Company Overview:** Ballast Consulting Group is a management consulting firm focused on finance and accounting for small to medium sized businesses. We focus on start-ups and operating businesses generating between \$5 million and \$50 million in revenue. We use the integration of accounting and finance to support senior-level decision-making. We are not a staffing firm, and we are not a CPA firm. Instead, we develop long-term relationships with businesses where we implement our process and take active and ongoing roles managing the finance and accounting functions of our clients' businesses.

We break our process into three distinct phases or groups: Accounting, Finance, and Consulting. The accounting phase is focused on collecting good data. The finance phase is focused on synthesizing and analyzing the data, then planning and forecasting. The consulting phase is focused on making improvements to the business.

Because our firm is industry agnostic, employees have exposure to a wide array of business types in a variety of industries at different life stages.

**Job Summary:** The Director position is a senior level role focused on complex client management and advanced consulting, as well as team leadership and business development. Advanced consulting work can include diving deeper into data analytics, uncovering opportunities for process and operational improvements, vendor negotiations, and internal accounting process improvements. Vice Presidents are less engaged in day-to-day accounting and finance. Instead, they oversee these deliverables completed by the analysts and engagement managers on their team, while also serving as an independent engagement manager for 3-5 clients.

Specific tasks and details of the Vice President role include:

- Strategically manages a team of Analysts and Associates, and fosters the personal development of each team member
- Initiates and manages core functions for all clients including process, deadlines, workflow, consulting initiatives, technical debt (accounting/finance process risk mitigation), and client communication, as well QA/QC of closes, FFM updates, and other reports
- Client onboarding and implementation
- Accounting system overhauls
- Rebuilding of historical financial statements
- Design, development, and on-going management of financial forecast models / budgets
- Oversees the accounting and finance functions and processes for clients
- Participates in business development to originate new clients

A successful candidate exhibits the following values and behaviors:

- Encourages broad perspectives and creates connectivity within teams
- Plans and prioritizes work to ensure team is consistently driving value
- Promotes team's wellbeing; shows courage and empathy when addressing performance improvement opportunities
- Sets clear performance goals and provides actionable feedback to eliminate barriers to success
- Develops team members through coaching and mentoring; creates a collaborative, solution-oriented environment
- Uses authentic narratives to influence and activate teams

**Qualifications:**

- Bachelor's degree in Finance and/or Accounting
- 12+ years relevant work experience in accounting or finance role/industry
- At least 6 years of people management and team leadership
- Comprehensive understanding of foundational and fundamental accounting
- High levels of competency with Excel modeling, data aggregation, and analysis
- Understanding of income tax and tax treatment of various entity-types; business law; and/or financial planning and analysis
- Previous business development experience
- Experience managing and owning a P&L

**Salary & Benefits: Total Compensation Range: \$150,000 - \$272,631**

- \$150,000 base pay
- Additional monthly compensation available for clients/revenue managed above target (reasonable range - \$21,000/year - \$42,000/year)
- Up to 30% bonus (\$40,884 / year) paid quarterly
- \$250/month continuing education budget
- 401k with matching program, 100% match up to 3% contribution, 50% match up to 5% contribution
- Signing Bonus up to \$22,500\*
- 15 days of paid leave and 12 paid holidays and 12 hours paid volunteer outreach
- health, dental, vision insurance - 50% employee and dependent match
- company paid short term disability, long term disability, and life insurance

\*Additional information provided upon request

Ballast Consulting Group is an equal opportunity employer who considers all qualified applicants for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, veteran status, sexual orientation, gender identity, or any other status protected by law.

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