

Job Title: Senior Associate

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 Senior Associate role is a mid-level position that typically engages with at least 5 clients at any given time. While client relationships are ultimately still managed at the Director/Partner level, Senior Associates are responsible for independently driving process, deadlines, and workflow for each client. Additionally, the Senior Associate will engage with clients on consulting initiatives, technical debt (accounting/finance process risk mitigation), and client communication, as well as provide QA/QC review of monthly closes, FFM updates, and other reports. Specific tasks and details of the Senior Associate role include:

- Management of tasks and workflow related to clients
- Client onboarding and implementation
- Accounting system overhauls
- Rebuilding of historical financials
- Design, development, and on-going management of financial forecast models/budgets
- Management of the accounting and finance functions and processes for clients

A successful candidate exhibits the following values and behaviors:

- Engages and communicates with clients to gain buy-in and create value
- Uses critical thinking skills to organize resources and provide solutions
- Addresses challenges with positive intent and finds common ground through critical conversations
- Shows accountability for one's own time and effectively empowers others through delegation
- Provides feedback and engages others at all levels of the organization to allow for learning and growth
- Positively impacts others through influence and transparency

Qualifications:

- Bachelor's degree in Finance and/or Accounting
- Minimum of 2+ years relevant work experience in accounting or finance role/industry
- Comprehensive understanding of foundational and fundamental accounting
- High levels of competency with Excel modeling, data aggregation, and analysis
- cursory understanding of income tax and tax treatment of various entity-types; business law; and/or financial planning and analysis preferred, but not required

Salary & Benefits: Total Compensation Range: \$90,000-\$136,305

- \$90,000 annual base pay
- Additional monthly compensation available for clients/revenue managed above target (reasonable range - \$12,000/year - \$24,000/year)
- up to 12.5% (\$11,250/year) quarterly performance bonus, based on total quarterly compensation
- \$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 \$7,500*
- 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.

Visit www.ballastconsultinggroup.com to learn more about the company. Apply via the Careers page or email a resume to Operations@BallastConsultingGroup.com.