

**Job Title:** Senior Consultant

**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 Consultant role is a mid-level role focused on more complex and more advanced client engagements. The Senior Consultant role engages in less accounting than our Associate or Senior Associate, while taking on more consulting work (e.g. deeper dive in data analytics, uncovering opportunities for process and operational improvements, vendor negotiations, and internal accounting process improvements). Senior Consultants serve as independent engagement managers (little-to-no supervision from Directors or Partners) for at least 6 clients. The Senior Consultant role includes coaching and mentoring of Analysts and Associates, as well as managing their work for assigned clients.

Specific tasks and details of the Senior Consultant role include:

- 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 financials
- Design, development, and on-going management of financial forecast models / budgets
- Oversees the accounting and finance functions and processes for clients

A successful candidate exhibits the following values and behaviors:

- Encourages broad perspectives and connectivity within teams
- Uses critical thinking skills to plan and prioritize to solve problems and accomplish goals
- Supports team's wellbeing; shows courage and empathy when addressing performance improvement opportunities
- Accountable for own goals and sets clear expectations of others
- Helps develop others and creates spaces for solutions
- Uses authentic narratives to influence and activate others

**Qualifications:**

- Bachelor's degree in finance and/or accounting
- 4+ 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
- Experience coaching, mentoring, and/or managing the work of others

**Salary & Benefits: Total Compensation Range: \$100,000-\$161,460**

- \$100,000 annual base pay
- Additional monthly compensation available for clients/revenue managed above target (reasonable range - \$15,000/year - \$30,000/year)
- Up to 15% (\$15,000/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: \$10,000\*
- 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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