Position: Senior Accounting Manager

DEPARTMENT: Finance & Accounting
IMMEDIATE SUPERVISOR: Director, Finance & Accounting
POSTED March 28, 2019
CLOSING DATE: Open Until Filled
SALARY: Range: $90K to $105K Full Time Benefited
STATUS: Exempt

GENERAL NATURE OF POSITION:

As a member of Finance and Accounting’s management, the Senior Accounting Manager’s functional responsibility includes direction, oversight, and guidance of functional operations as described, to ensure that all transactions comply with US Office of Management and Budgets (OMB) Uniform Guidance, Generally Acceptable Accounting Principles (GAAP), Government Accounting Standards Board (GASB), Internal Revenue Service (IRS), and California State University (CSU) guidelines. He or she also proactively, effectively and productively oversees a staff of seven, including one direct report. This position also actively contributes to functional policy updates, refinements, and development and design, and engages in organization planning.

The Senior Accounting Manager reports to the Director of Finance and Accounting.

ESSENTIAL DUTIES & RESPONSIBILITIES:

The Senior Accounting Manager is responsible for management, oversight, direction and guidance of financial and management activities including, but not limited to, the following:

1. Provides functional direction, guidance, and assignment to Accounts Payable, Purchasing, Cashiering, Fixed Assets. Daily work activities largely center around AP, Travel, Purchase Orders (PO’s), Cashier, and Fixed Assets.
2. Provides day to day direction, training, guidance, development, and support to assigned staff and others, as appropriate.
3. Specifically oversees and assists, as appropriate, in the preparation and timely and compliant filings of financial statements, corporate tax returns and agency compliance reports, including Forms 1099 and Form 1042.
4. Provides special focus and attention to the preparation and timely and compliant filing of SJSURF’s corporate tax filings and submissions, including Form 990 and Form 990 T to the federal government, and CA-199 Form to the California Franchise Tax Board.
5. Takes the lead on workflow implementation and other process improvements.
6. Reviews records and transactions to ensure compliance to generally accepted accounting principles for non-profit organizations and rules, guidelines and regulations issued by:

   a. Office of Management and Budget circulars (OMB)
   b. Various Sponsoring agencies
c. Internal Revenue Service (IRS)
d. Government Accounting Standards Board (GASB)
e. California State University System (CSU)

7. Directs the preparation for, and oversees the accounting of, reporting and audit of the Research Foundation’s retirement (403)(b) plan and the Retiree’s Medical Trust.
8. Prepares schedules for the annual CSU and special audits.
9. Oversees and supervises the update and maintenance of Fixed Asset record keeping and reporting.
10. Reviews and/or updates financial policies and procedures to ensure segregation of duties and compliance. Proposes appropriate re-designs of accounting and finance systems and methods to develop and maintain compliant accounting practices and methods.

INTERPERSONAL CONTACTS:

- Directly reports to the Director of Finance and Accounting.
- Interacts regularly with Central Office finance and accounting staff, Central offices staff across all levels, SJSU Faculty and staff, auditing firms, and external vendors and partners.

QUALIFICATIONS:

1) Education and Experience

a) Bachelor’s degree in Business Administration with concentration in accounting or an equivalent concentration. MBA degree or CPA preferred.
b) Must have a minimum of 5 years of progressive financial and accounting experience in a non-profit environment, preferably with an institute of higher education.
c) Must have 5 years of demonstrated experience in a “hands-on” manager role; must be skilled in actively supervising and developing a diverse, multi-discipline function staff.
d) Must have experience with computerized accounting systems. Experience with Central Square’s OneSolution accounting system is preferred. Experience with the design, implementation, and conversion of an accounting system is highly desirable.
e) Must have advanced level knowledge in MS Office (Excel; Word; Power Point). Cognos Report Writing is strongly preferred.

2) Knowledge, Skills and Abilities required

a) Must have solid level knowledge of generally accepted accounting principles (GAAP), rules of 403(b) retirement plans, audit practices and procedures for non-profit organizations, and must know the administrative requirements for grants and agreements under OMB.
b) Demonstrated skills and ability to establish and proactively maintain effective and productive working relationships across all levels of the Research Foundation and SJSU.
c) Demonstrated experience in a leadership role involving managing multiple priorities.
d) Excellent oral, written, and presentation skills are required. Must be able to provide and/or actively participate in providing training.
e) Must have demonstrated skills in learning, interpreting and applying policies to accounting transactions.
f) Must be able to analyze, audit, and reconcile complex accounting records and reports to draw sound conclusions.
g) Must have the ability to prepare documentation for a variety of financial reporting requirements and for general correspondence analyzes results and draw logical conclusions.
3) Physical Requirements:

a) Work is performed in an office setting. Operation of basic office equipment and programs is essential.
b) Must be able to operate a PC including mouse and keyboard.
c) Ability to perform heavy data input.
d) Must be able to sit for extended periods of time.

4) Complexity of Duties:

a) Works with minimal direct supervision on all assigned projects.
b) Exercises independent judgment in the management and completion of diverse and complex set of tasks and responsibilities
c) Prepares, edits, synthesizes, and/or approves reports and important filings.

5) Benefits

The comprehensive benefit package includes:

a) Nine health insurance plans to choose from
b) Free dental and vision for employee and eligible dependents
c) Paid Federal & State Holidays
d) Retirement Plan: 403 (b) employee contribution plan component and a 403 (b) employer Contribution component
e) Vacation and separate sick plans
f) Employee Discounts
g) Paid Training and Conferences

PLEASE NOTE: This position is considered a “sensitive” position by SJSURF and CSU policy. Consequently, the successful candidate must undergo and successfully complete the Live Scan (fingerprinting) background check as a condition of their employment.

This position description intends to describe the general nature and level of work being performed by people assigned to this job. It is not intended to include all duties and responsibilities. The order in which duties and responsibilities are listed is not significant.

SUPERVISORY RESPONSIBILITIES:

The Senior Accounting Manager oversees a staff of seven, with one direct report.

APPLICATION PROCEDURE

To apply for this position, an applicant is required to submit a formal application for employment, as well as a resume and a letter of interest. The applicant may do this via e-mail or by regular mail. The formal employment application is located at http://www.sjsu.edu/researchfoundation/open/Employment%20Application%20Form_new.pdf

The employment application may also be obtained from the Research Foundation through its web site at http://www.sjsu.edu/researchfoundation/open/index.html.

An applicant may also apply in person by visiting the Research Foundation, located at 210 North 4th Street, 4th Floor, San Jose, CA (corner of St. James and North 4th Streets). In person applicants will be provided a formal employment application to fill out. Please address your formal application, your resume and your letter of interest directly to:

San Jose State University Research Foundation
Attn: HR/Job Code CO SRMGRACT
210 North 4th Street
San Jose, CA 95112

Job Code _______
Reasonable Accommodation:

The San Jose State Research Foundation is committed to providing access, equal opportunity and reasonable accommodation for individuals with physical or mental disabilities in the employment, recruitment, examination, hiring and interviewing processes. If you are a job seeker with a physical or mental disability and require a reasonable accommodation to search, apply, or interview for a job opening or otherwise need a reasonable accommodation during the application and hiring process, please contact us at foundation-jobs@sjsu.edu. In the email message, please indicate your full name, phone number and the type of assistance required. You must not reveal the underlying medical reason for your needed reasonable accommodation or otherwise disclose confidential medical information. You may also call (408) 924-1400 from 8:00am to 5:00pm (PST), Monday through Friday, excluding holidays, to get assistance.

The Research Foundation provides excellent benefits package to benefited employees. Please visit http://www.sjsu.edu/researchfoundation/humanresources/benefits/index.html to get more details.

Research Foundation employment is separate and distinct from San Jose State University or State of California employment. Research Foundation employees are not employees of either SJSU or of the state of California.

The San Jose State University Research Foundation (SJSURF) is a 501 (c) (3), non-profit auxiliary of San Jose State University. SJSURF is totally self-supported. The majority of the organization’s funding comes from the federal government and from other public and private entities. With annual revenues totaling over $65 million, programs managed through SJSURF cover a rich diversity of applied research, public services, and educational related activities.

SAN JOSE STATE UNIVERSITY RESEARCH FOUNDATION is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin, ancestry, physical or mental disability, medical condition, sex, genetic information, sexual orientation, military and veteran status or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

The SJSURF has implemented California State University Executive Order 1083 (http://www.calstate.edu/EO-1083.pdf). By policy, all SJSURF employees are mandated reporters for suspected child abuse or neglect and are expected to undergo formal training in accordance with the directives of the Executive Order.

The SJSURF has also implemented California State University Policy Memorandum HR 2015 – 08 (http://www.calstate.edu/HRAdm/pdf2015/HR2015-08.pdf).

A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the SJSURF. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current SJSURF employees who apply for the position.

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