

POSITION OVERVIEW

Job Title: Director, Technical Accounting and Internal Controls
Department: Accounting
Job Code: DIRTCACT
Reports to: Controller
FLSA Status: Exempt
Location: Remote, US
Draft Date: 11/22/2024
Revision Date: 12/03/2024
Approved By: Jamie Larsen
Role: People Leader

POSITION SUMMARY

Provides leadership and vision to the Corporate Technical Accounting, Internal Controls and Process Improvement functions and activities. This function will work with the financial reporting team on technical accounting matters to ensure consistency with GAAP. The position will be a business partner to all accounting and finance cross-functional leaders, driving technical accounting assistance and guidance. The function promotes the design, documentation and implementation of high-quality controls, effective risk management and objective assurance to improve the effectiveness of financial operations, including leading the Company's enterprise risk management (ERM) assessment. This role will assess risk and the overall development of efficient internal control audit plans; conclude and report on the adequacy and effectiveness of internal controls, governance, and risk management; and develop and execute the overall strategy of the Internal Controls and Process Improvement function.

POSITION DUTIES AND RESPONSIBILITIES

- Collaborates on External Reporting process: reviews monthly and quarterly management and investor filings to facilitate in-depth internal/external review and ensure accuracy and timeliness in reporting
- Researches accounting literature and applies technical standards to complex business transactions to mitigate risk
- Provides direction and prepares technical accounting position memoranda (e.g., revenue recognition, business combination and purchase accounting, equity-based compensation)
- Assists in preparing and driving purchase price allocations for each acquisition that the company completes
- Leads the analysis, solutioning, and operationalizing best in class technical accounting practices
- Responsible for the integrity of post-close technical accounting considerations (working capital true-ups)
- Aids in evaluating and advising on all technical accounting matters (e.g., debt refinance, equity comp, hedge transactions)
- Oversees risk management accounting (e.g, accounting for medical malpractice, including the SIR program)
- Directs lease accounting (e.g., accounting for occupancy and equipment lease portfolio)
- Ensures team is completing balance sheet reconciliations for technical and non-routine accounts
- Works closely with external service providers to the Finance and Accounting department (e.g., External Auditors, Valuation Firms, Financial Diligence Providers)
- Assists in advising the M&A transaction team on technical accounting considerations, financial diligence, purchase accounting valuation
- Partners with management to drive risk identification in the Company's financial, operational and IT areas and subsequently develops internal control strategies to address such risks
- Facilitates the Company's financial objectives are met by streamlining costs and processes across the organization



- Collaborates with senior leadership to identify opportunities for process improvement. Facilitates implementation of innovative programs through leadership of the process improvement team. Fosters an attitude of continuous improvement
- Educates the business on the importance and benefits of internal controls to a flourishing business
- Communicates internal control gap findings and recommendations to promote constructive change as well as collaborate with business management to develop timely, effective corrective action plans and monitoring
- Provides opportunities for training team members to develop and enhance risk management skills as well as mentorship to other teammates involved in the process and oversight over their duties and activities

REQUIRED QUALIFICATIONS

- Bachelor's degree in Accounting/Finance
- 10+ years relevant experience in accounting, technical accounting, internal controls, and process improvement, including leadership experience
- Strong technical accounting skills and analytical capabilities
- Strong knowledge of US GAAP and financial reporting and legal compliance
- Excellent communication skills to effectively interact with all levels of external and/or internal stakeholders
- Strong values alignment and client service orientation (internal and external)
- Ability to work with a minimal direction, while maintaining effective communication with leadership and others with whom the position interacts.
- Ability to develop strong business relationships, partner, and lead in a cross-functional environment
- Demonstrated success leading diverse teams across multiple functional areas
- Proven analytical skills and ability to translate data into measurable action and present projects to management for evaluation and prioritization
- Strong leadership presence to drive processes while leading through influence
- Executive presence to successfully interact with senior level executives and board members
- Proficient capabilities in the areas of critical thinking and root cause analysis with an attention to detail and ability to follow up
- Proactive, intellectually curious, operates with a sense of urgency
- Demonstrated commitment to high professional ethical standards and a diverse workplace
- Strategically oriented and consultative approach
- Excellent presentation and facilitation skills
- Proficient in Microsoft Office
- Healthcare industry experience preferred

DESIRED EDUCATION/EXPERIENCE

- MBA preferred
- CIA, CISA or CPA designation preferred

KNOWLEDGE, SKILLS AND ABILITIES

This individual must possess unquestionable character and absolute integrity. Additional characteristics desired include:

- A "people person" who treats everyone with respect and views the role as one of providing service to field operators
- Personal presence and gravitas
- Ability to build consensus and inspire others to become a part of a high performing team
- Good active listening skills and the tact to know when to push for necessary changes
- Independent-minded and able to challenge up and down the organization when appropriate. Influential with the ability to address a wide range of issues
- Rigorous attention to detail and the basics of financial control, while not losing sight of the 'bigger picture'
- Enjoys fast paced, dynamic growth environment

- Creative and innovative. Always looking for a better way

Physical Activities

Ascending or descending stairs, ramps, .

Never Occasionally Constantly

Moving self in different positions to accomplish tasks in various environments .

Never Occasionally Constantly

Remaining in a stationary position, often standing or sitting for prolonged periods.

Never Occasionally Constantly

Moving about to accomplish tasks or moving from one worksite to another.

Never Occasionally Constantly

Communicating with others to exchange information.

Never Occasionally Constantly

Repeating motions that may include the wrists, hands and/or fingers.

Never Occasionally Constantly

Operating machinery .

Never Occasionally Constantly

Operating motor vehicles or heavy equipment.

Never Occasionally Constantly

Environmental Conditions

Low temperatures.

Never Occasionally Constantly

High temperatures.

Never Occasionally Constantly

Noisy environments.

Never Occasionally Constantly

Poor ventilation.

Never Occasionally Constantly

Physical Demands

Light work that includes moving objects up to 20 pounds.

Never Occasionally Constantly

Medium work that includes moving objects up to 50 pounds.

Never Occasionally Constantly

Heavy work that includes moving objects up to 100 pounds or more.

Never Occasionally Constantly

I have reviewed this job description and I understand all my job duties and responsibilities. I am able to perform the essential functions as outlined. If I have any questions about job duties not specified on this description that I am asked to perform, I should discuss them with my manager or a member of the Human Resources team.

I acknowledge that the job has been explained to me both verbally and in written format.



Support Teammate's Signature

Date