

ACCOUNTING
TEMPORARY
STAFFING

2011/2012

Compensation

&

Hiring Trends

Guide



(602) 263-7400

Company & Participant Profile

Job Levels

CFO	12%
Vice President	7%
Director	14%
Controller	25%
Assistant Controller	4%
Accounting Manager	20%
Accounting Supervisor	3%
HR Management	12%
Other	3%

Degrees or Certifications

BA/BS	89%
CPA	30%
MBA	20%
CMA, CIA, CFA, MS	10%
Other	1%

Tenure with company

Less than 1 year	7%
1 to 3 years	30%
4 to 6 years	29%
7 to 10 years	15%
More than 10 years	19%

Company annual revenues

Up to \$25 million	29%
\$26 to \$50 million	14%
\$51 to \$100 million	12%
\$101 to \$250 million	14%
\$251 to \$500 million	12%
More than \$500 million	19%

Company size by employees

Up to 25 employees	7%
26 to 50 employees	9%
51 to 100 employees	16%
101 to 250 employees	23%
251 to 500 employees	12%
501 to 1,000 employees	11%
More than 1,000 employees	22%

Number of employees in accounting and finance

1 to 5 employees	26%
6 to 10 employees	26%
11 to 15 employees	12%
16 to 20 employees	12%
21 to 30 employees	8%
31 to 40 employees	9%
41 to 50 employees	4%
More than 50 employees	3%

Hours worked in a week

40 hours or less	8%
41 to 50 hours	55%
51 to 60 hours	32%
61 to 70 hours	4%
Over 70 hours	1%

Business structure

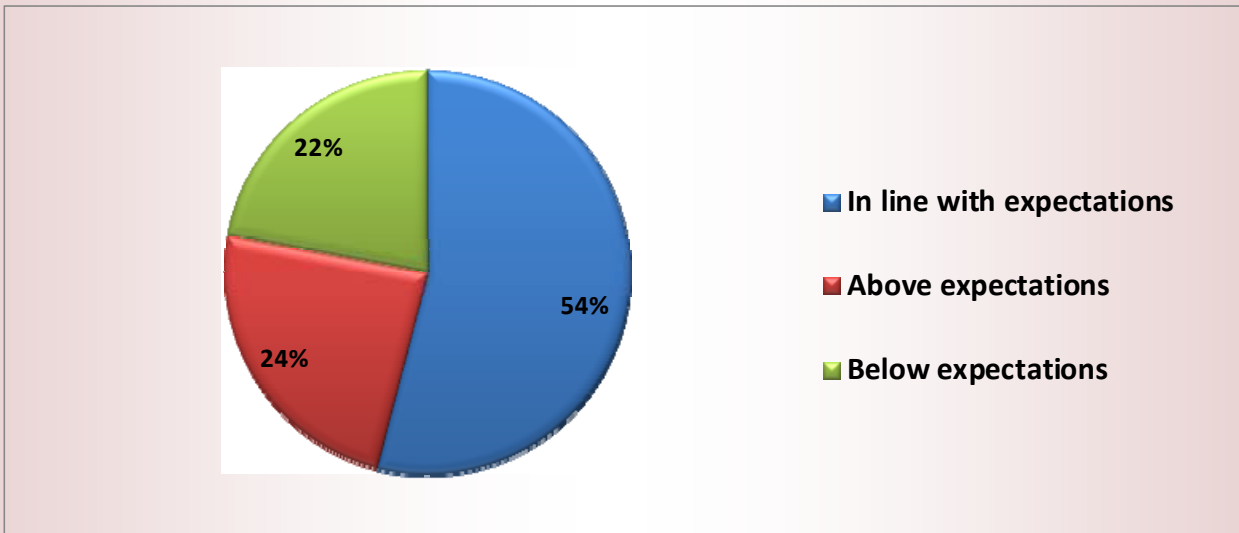
Public	28%
Private	56%
Nonprofit	16%
Other	0%

Business Trends

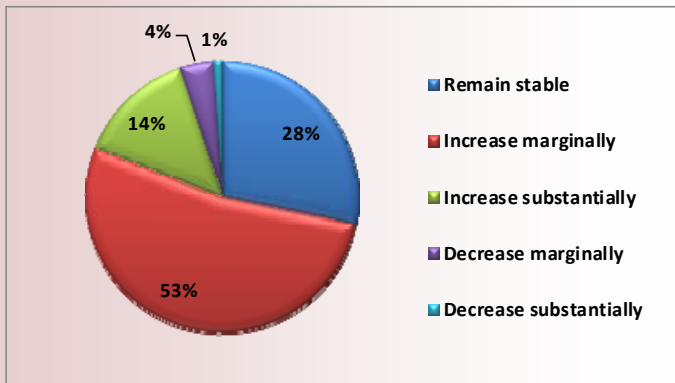
Within what range, if any, has your company grown in sales volume in 2011?

Growth rate	2011
10% or more	22%
7%-9%	7%
4%-6%	15%
1%-3%	20%
No growth	36%

How do your company's sales volume results to date compare to your 2011 forecasts?



How do you expect your business to perform in 2012 relative to 2011?



Top five business challenges executives foresee for their companies in 2012:

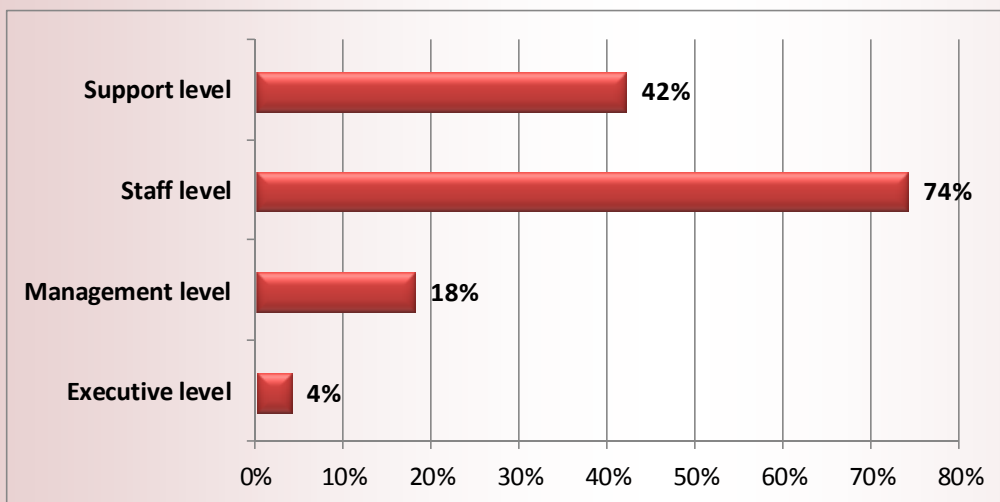
	Business challenges
1	Economic pressures
2	Competitive pressures
3	Growth
4	Operating cost management
5	Process improvement

Employment and Workplace Trends

When do you expect employment within your company to return to prerecession levels?

Return to prerecession levels	
34%	Already at or exceeding prerecession levels
2%	By the end of 2011
9%	In 2012
19%	In 2013
12%	In 2014
6%	In 2015
6%	In 2016 or later
12%	Never

At what levels do you anticipate hiring in your accounting and finance department in 2012?



What sources do you use when recruiting talent?

Top five recruiting sources	
1	Staffing company/executive search firm
2	Job boards
3	Company website
4	Employee referrals
5	Advertising

Of those companies that utilize a staffing company for recruiting talent, they cited the following as the reasons behind their decision:

Top reasons companies utilize a staffing company	
52%	Quality of candidates
29%	Time savings and convenience
20%	Temporary/project to direct hire services
17%	Large candidate network

How did you find your current position?

Top five job search resources	
1	Staffing company/executive search firm
2	Professional contacts/friend/referral
3	Internal promotion
4	Job board
5	Local newspaper print classified

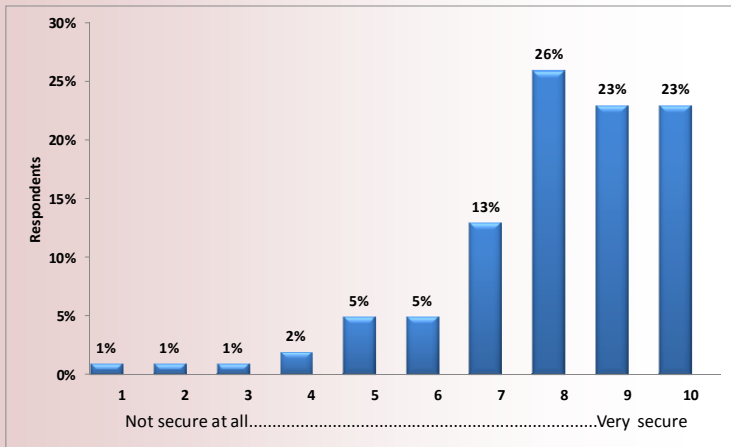
Of those companies that choose not to utilize a staffing company for recruiting talent, they cited the following reasons as to why they turn to different resources:

Top reasons companies do not utilize a staffing company	
66%	Lack of budget
13%	Absorbing excess work with existing team
6%	Bad past experience
4%	Manager is responsible for hiring

What deciding factors make one staffing company more appealing over another to your company?

Qualities that make a staffing company more appealing	
60%	Relationships
48%	Quality of candidates
32%	Past experiences
31%	Fee/rates
19%	Reputation/professionalism
19%	Service level
6%	Speed
4%	Ability to comply with contract terms
2%	Referral

On a scale of 1 to 10, with 1 being not at all secure and 10 being very secure, how secure do you feel in your current position?



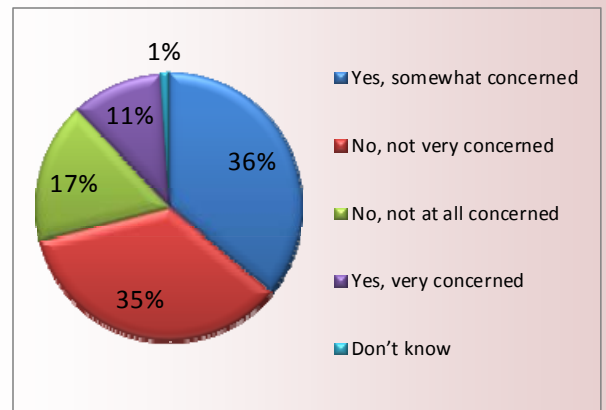
What is your company doing to promote employee retention?

Retention initiatives	
52%	Establishing open communication between managers and employees
32%	Offering merit increases
29%	Instilling in the corporate culture that people are the top priority
22%	Setting clear expectations
21%	Offering promotions/career growth
21%	Offering flexible work schedules/telecommuting options
20%	Offering pay-per performance bonuses

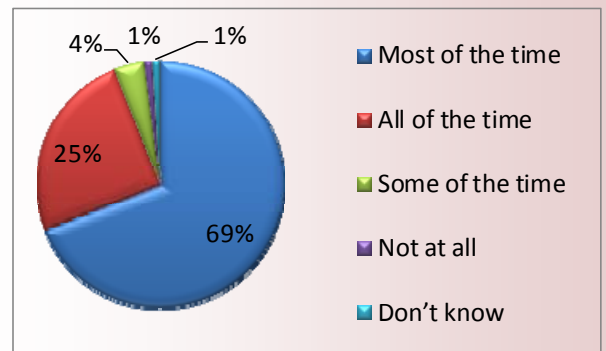
What is your company doing to measure employee engagement?

Engagement measures	
52%	One-on-one meetings
37%	Evaluation of exit interviews
35%	Performance management system
27%	Confidential employee surveys
16%	Brainstorming session/focus groups

As the economy improves, are you concerned with employee turnover?



Would you consider your team to be engaged in it's work:

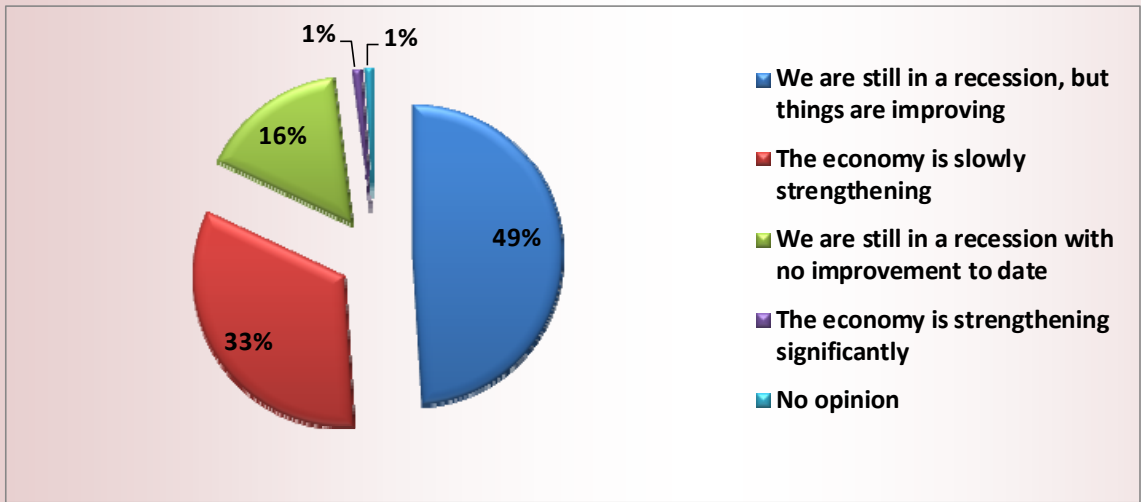


How does your company define what makes employees engaged in their work?

Definitions of engagement	
28%	Motivated to contribute to the company's success
28%	Contribute above and beyond what is expected
16%	Company loyalty
12%	Satisfaction with role in the company
9%	Drive innovation and move the company forward
6%	Pride in the company
1%	Willingness to advocate to potential employees and customers

The State of the Economy

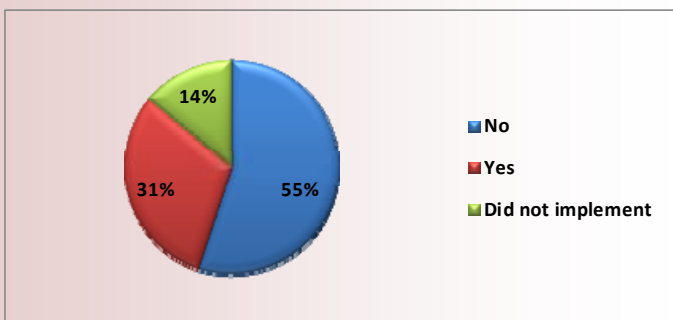
How do you assess the current state of the U.S. economy?



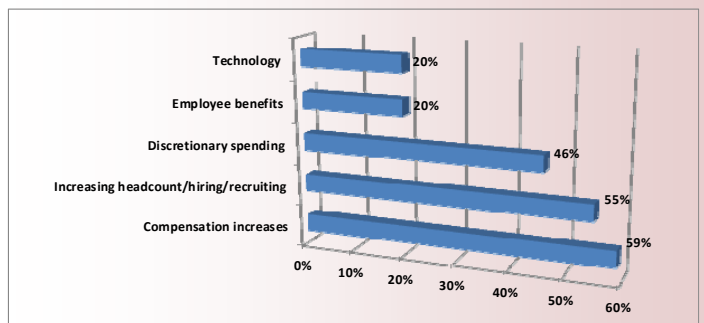
When do you believe the U.S. economy will be back to prerecession levels?

1%	Currently back to prerecession levels
4%	Within the next year
30%	In 2 years
25%	In 3 years
12%	In 4 years
28%	In 5 or more years

Has your company eased expense reduction measures implemented during the recession?



Of the 31% of executives who stated they were able to ease expense reduction measures that were implemented during the recession, the top areas that benefited were:



Technology and the Business World

Top five methods executives cited for professional networking:

	Professional networking methods used
1	Social media
2	Associations/trade organizations
3	Colleagues
4	Professional development seminars
5	Alumni associations

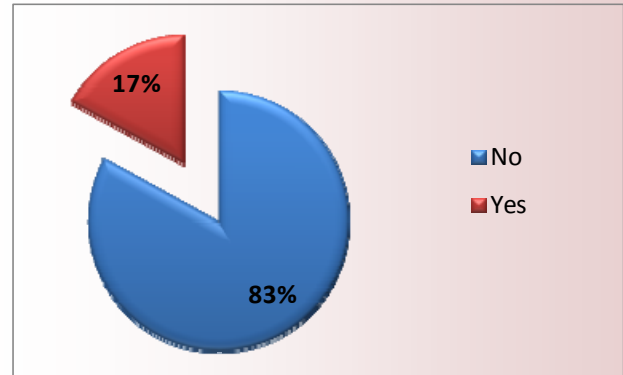
Executives used the following social media platforms for personal use as well as business purposes:

Social media accounts	Personal account	Company account
LinkedIn	68%	23%
Facebook	50%	38%
Twitter	6%	25%
YouTube	3%	8%
Blog	2%	9%
MySpace	2%	3%
Do not participate	22%	38%

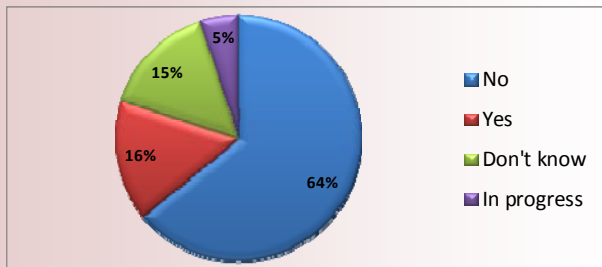
Professionals who participate in social media cite the following reasons as to why they are members:

55%	Networking
51%	Connecting with family and friends
8%	Job opportunities
8%	Recruiting
8%	Visibility
4%	Research

Have you successfully hired through social media?



Does your company have a cloud computing platform?

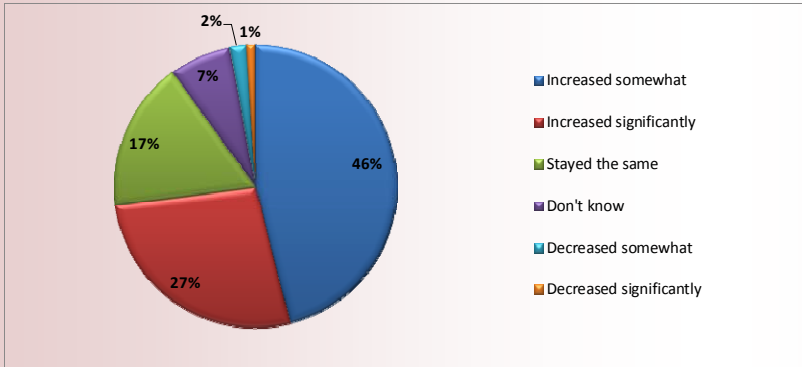


Of those companies that have found value in cloud computing, the following were the top five reasons behind their decision to move to a cloud computing platform:

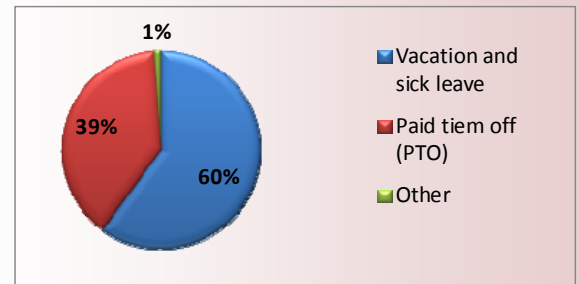
Reasons to implement cloud computing	
1	Device location and independence
2	Shared infrastructure
3	Flexible cost structure. Pay as you go
4	Low management overhead
5	Immediate access to a broad range of applications

Human Resources & Benefits Trends

How have overall health care costs for your company changed in the past year?



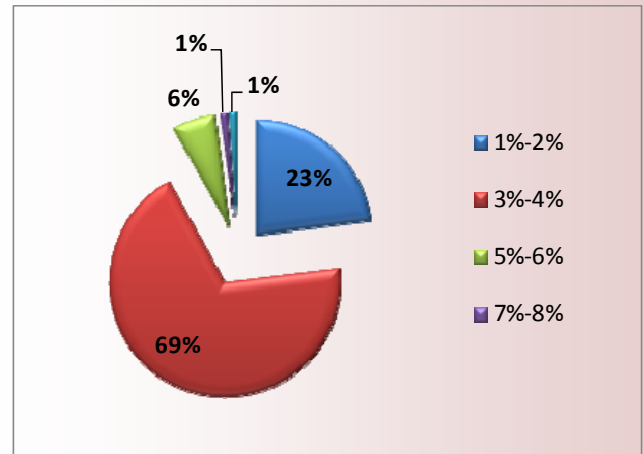
How does your company categorize time off?



What percentage of the cost does your company cover for employee health benefits?

Percentage covered	2010	2011	Gap
Up to 25%	3%	2%	-1%
26%-50%	8%	6%	-2%
51% to 75%	19%	25%	6%
76% to 99%	46%	41%	-5%
100% fully covered	24%	15%	-9%
Don't know	N/A	11%	N/A

If your company offers merit increases, at what percent are they offered?



If your company offers flexible work schedules, what types are offered?

Flexible work schedules offered	
56%	Flexible hours
30%	Work from home on an ad hoc basis
16%	Work from home full time
12%	Work a compressed schedule
7%	Work part time
2%	Job sharing

Benefits offered

Benefits	2010	2011
Medical insurance	94%	92%
Dental insurance	93%	90%
Life insurance	91%	80%
Vision insurance	85%	82%
401(k)	85%	87%
Disability insurance	80%	83%
Bereavement leave	79%	75%
Employee Assistance Program (EAP)	62%	63%
Bonus	54%	72%
Tuition reimbursement	53%	57%
Wellness benefits	48%	50%
Social benefits/activities	45%	40%
Flextime	40%	44%
Exercise facilities/discount	34%	34%
Retirement/financial planning	34%	47%
Long-term care	23%	24%
Stock options/ESPP	20%	22%
Profit sharing	15%	19%
Pension	12%	12%
Day care	4%	9%
Elder care	2%	6%

Position Descriptions

Executive & Senior Managers

Accounting Director

Responsibilities include directing and overseeing all or one of the following accounting functions: general accounting, payroll, and cost accounting. Requires a bachelor's degree with at least 10 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Assistant Controller

Assists the corporate controller in directing an organization's accounting functions. These functions include establishing and maintaining an organization's accounting principles, practices, and procedures. Oversees the preparation and evaluation of budgets and other financial operating reports, and presents findings and recommendations to top management. Requires a bachelor's degree in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to the corporate controller.

Chief Financial Officer

Responsible for directing an organization's overall financial policies. Oversees all financial functions including accounting, budget, credit, insurance, tax, and treasury. Designs and coordinates a wide variety of accounting and statistical data and reports. Requires a bachelor's degree and at least 15 years of direct experience in the field. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to CEO or COO.

Controller

Responsible for directing an organization's accounting functions. These functions include establishing and maintaining the organization's accounting principles, practices, procedures, and initiatives. Prepares financial reports and presents findings and recommendations to top management. Requires a bachelor's degree and at least 15 years of direct experience in the field. Typically requires a CPA. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top financial officer or CEO.

Controller — IT

Evaluates risk and directs IT financial initiatives and strategies. Manages the IT budgeting and forecasting processes. Continually evaluates IT accounting systems and pricing strategies to ensure adherence to budgets, pricing strategies and organization goals. Requires a bachelor's degree with at least 10 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Finance Director

Directs an organization's financial policies. Oversees all financial functions including accounting, budget, credit, insurance, tax, and treasury. Typically represents the 2nd most senior finance executive. Typically requires an advanced degree with at least 10 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Financial Planning and Analysis Director

Directs and oversees competitive financial analysis and statistical studies. Reviews reports on historical and future trends in performance, return and depreciation to determine appropriate paths for financial development. Reviews forecasts for a variety of departments and business opportunities. Heads corporate function which provides financial oversight, leadership and support. Requires a bachelor's degree with at least 10 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Tax Director

Directs and oversees an organization's tax policies and objectives. Requires a bachelor's degree with at least 10 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Assistant Treasurer

Assists the corporate treasurer in the direction and management of an organization's treasury activities. These activities include procurement, custody,

Mid-Level Managers

Accounting Manager

Responsible for managing the general accounting function. Oversees the completion of ledger accounts and financial statements. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Designation of CPA may be required. Relies on experience and judgment to plan and accomplish goals. Familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Manages the general accounting staff and typically reports to top accounting officer.

Accounts Payable Manager

Responsible for all activities in the accounts payable function. Ensures timely payments of vendor invoices and expense vouchers and maintains accurate records and control reports. Review applicable accounting reports and accounts payable register to ensure accuracy. May require a bachelor's degree in a related area and at least 7 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Manages a staff of administrators/clerks and typically reports to the controller.

Accounts Receivable Manager

Responsible for all activities in the accounts receivable function. Manages collection activities such as sending follow-up inquiries, negotiating with past due accounts, and referring accounts to collection agencies. Maintains accurate records. Audits methods and procedures of accounts receivable function to improve efficiency. May require a bachelor's degree in a related area and at least 7 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Manages a staff of administrators/clerks and typically reports to the controller.

Auditing Manager

Oversees the auditing of accounting and financial data of various departments within an organization. Assists in the design and administration of audit policy and procedure within the organization. May require a bachelor's degree in area of specialty and at least 8 years of experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Budget Manager

Directs and coordinates activities of personnel responsible for formulation, monitoring and presentation of budgets for controlling funds to implement program objectives of public and private organizations. Directs compilation of data based on statistical studies and analysis of past and current years to prepare budgets and to justify funds requested. Correlates appropriations for specific programs with appropriations for divisional programs and includes items for emergency funds. Reviews operating budgets periodically to analyze trends affecting budget needs. Requires a bachelor's degree and 5-7 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report to an executive or a manager. A wide degree of creativity and latitude is expected.

Cash Management Manager

Determines corporate cash requirements and maintains appropriate cash flow. Responsible for managing lockbox deposits and disbursements and wire transfer operations. May require a bachelor's degree and at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to top management.

Cost Accounting Manager

Prepares and directs the implementation of cost accounting methods and activities. Oversees the cost control systems, manages and interprets cost audits, and prepares cost accounting reports for presentation to top management. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. A wide degree of creativity and latitude is expected. Manages the cost accounting staff and typically reports to top management.

Credit Analysis Manager

Manages a group of credit analysts and implements credit policies and procedures. Monitors credit lines, collections, and account balances. Requires a bachelor's degree and at least 7 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department

Credit and Collections Manager

Develops and administers credit and collection programs. Oversees investigation of credit risk in customers and suppliers and monitors the collection of amounts due to the organization. Designs and implements processes to improve cashflow and reduce receivables. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. A wide degree of creativity and latitude is expected. Manages a credit and collection staff and typically reports to top management.

Financial Analysis Manager

Responsible for managing financial analysis projects and statistical studies. Projects may include evaluation of potential investments and divestitures as well as general economic outlooks. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Relies on experience and judgment to plan and accomplish goals. Manages financial analyst staff and typically reports to top management.

Financial Planning Manager

Responsible for planning and directing an organization's strategic and long-range goals. Requires a bachelor's degree and at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to top management.

Financial Reporting Manager

Responsible for managing the preparation and distribution of financial statements for external use. Ensures that all documentation complies with company's regulations and professional standards. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Relies on experience and judgment to plan and accomplish goals. Manages the financial reporting staff and typically reports to top management.

Payroll Manager

Responsible for all payroll functions. May require accountability to both finance and human resource departments. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Relies on experience and judgment to plan and accomplish goals. Familiar with a variety of the field's concepts, practices, and procedures. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Manages payroll staff and typically reports to the controller or manager of human resources.

Tax Manager

Responsible for managing the tax reporting, tax planning, and compliance function. Oversees the completion of accurate tax returns in order to minimize the tax obligations of an organization. Must be familiar with regulations at the federal, state and local level. Requires a bachelor's degree in a related area and at least 7 years of experience in the field. Relies on experience and judgment to plan and accomplish goals. Manages the tax accounting staff and typically reports to top management.

Supervisors

Accounting Supervisor

Responsible for supervision of accounting professionals. Oversees the calculating, posting, verifying, and typing duties to obtain and record financial data for use in maintaining accounting and statistical records. Leads most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Accounts Payable Supervisor I

Supervises activities in the accounts payable function. Ensures timely payments of vendor invoices and expense vouchers and maintains accurate records and control reports. Responsible for preparing accounts payable register and related reports. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Accounts Payable Supervisor II

Supervises most activities in the accounts payable function. Ensures timely payments of vendor invoices and expense vouchers and maintains accurate records and control reports. Responsible for preparing accounts payable register and related reports. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Accounts Payable Supervisor III

Supervises activities in the accounts payable function. Ensures timely payments of vendor invoices and expense vouchers and maintains accurate records and control reports. Responsible for preparing accounts payable register and related reports. A level III supervisor has full authority and may be considered lower middle management. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Accounts Receivable Supervisor I

Supervises activities in the accounts receivable function. Responsible for collection activities such as sending follow-up inquiries, negotiating with past due accounts, and referring accounts to collection agencies. Maintains accurate records. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Accounts Receivable Supervisor II

Supervises most activities in the accounts receivable function. Responsible for collection activities such as sending follow-up inquiries, negotiating with past due accounts, and referring accounts to collection agencies. Maintains accurate records. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Accounts Receivable Supervisor III

Supervises all activities in the accounts receivable function. Responsible for collection activities such as sending follow-up inquiries, negotiating with past due accounts, and referring accounts to collection agencies. Maintains accurate records. A level III supervisor has full authority and may be considered lower middle management. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Auditing Supervisor I

Oversees the auditing of accounting and financial data of various departments within an organization. Inspects and audits the operations and financials of the organization and reports any evidence of fraud. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Auditing Supervisor II

Oversees the auditing of the accounting and financial data of various departments within an organization. Inspects and audits the operations and financials of the organization and reports any evidence of fraud. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Auditing Supervisor III

Oversees the auditing of the accounting and financial data of various departments within an organization. Inspects and audits the operations and financials of the organization and reports any evidence of fraud. A level III supervisor has full authority and may be considered lower middle management. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Billing Supervisor

Supervises the preparation of bills and invoices, the calculation of sales and charge slips, and verification of billing with accounts receivable ledger. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Budgeting Supervisor I

Oversees the review of expenditures and preparation of operating budgets for various departments to ensure conformance to budgetary limits. Facilitates the analysis of overruns/underruns, actual spending and revenue, and prepares a variety of statistical reports. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Budgeting Supervisor II

Oversees the review of expenditures and preparation of operating budgets for various departments to ensure conformance to budgetary limits. Facilitates the analysis of overruns/underruns, actual spending and revenue, and prepares a variety of statistical reports. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Budgeting Supervisor III

Oversees the review of expenditures and preparation of operating budgets for various departments to ensure conformance to budgetary limits. Facilitates the analysis of overruns/underruns, actual spending and revenue, and prepares a variety of statistical reports. A level III supervisor has full authority and may be considered lower middle management. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Cost Accounting Supervisor I

Oversees the preparation and analysis of cost reports and costing audits. Identifies and examines costs inconsistent with projected values. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Cost Accounting Supervisor II

Oversees the preparation and analysis of cost reports and costing audits. Identifies and examines costs inconsistent with projected values. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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Credit and Collections Supervisor I

Supervises the activities in the credit and collections department. Oversees the processing and verification of applications for credit and the solicitation for payment on overdue accounts. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Credit and Collections Supervisor II

Supervises the activities in the credit and collections department. Oversees the processing and verification of applications for credit and the solicitation for payment on overdue accounts. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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Financial Reporting Supervisor I

Supervises employees responsible for the preparation and distribution of annual and/or quarterly financial statements for external use. Ensures that all documentation complies with company regulations, professional standards, and SEC and GAAP reporting guidelines. May serve as a liaison with external auditors. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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Payroll Supervisor I

Supervises the processing of payroll data. Ensures that computing, withholding, or deductions associated with net pay is done properly. Organizes and reviews forms associated with federal, state, and local authorities, such as W-2s. Oversees the distribution of paychecks or arranges direct deposit programs. Ensures payroll records are updated and reports on any matters of interest. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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Tax Supervisor I

Responsible for supervising the tax reporting, tax planning, and compliance function. Supervises the completion of accurate tax returns in order to minimize the tax obligations of an organization. Must be familiar with regulations at the federal, state and local level. A level I supervisor is considered a working supervisor with little authority for personnel actions. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Tax Supervisor II

Responsible for supervising the tax reporting, tax planning, and compliance function. Supervises the completion of accurate tax returns in order to minimize the tax obligations of an organization. Must be familiar with regulations at the federal, state and local level. A level II supervisor has authority for personnel actions and oversees most day to day operations of group. May require a bachelor's degree in area of specialty. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

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Accountants and Financial Personnel

Accountant I

Prepares balance sheets, profit and loss statements, and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Reports organization's finances to management, and offers suggestions about resource utilization, tax strategies, and assumptions underlying budget forecasts. May require a bachelor's degree in accounting and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Accountant II

Prepares balance sheets, profit and loss statements, and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Reports organization's finances to management, and offers suggestions about resource utilization, tax strategies, and assumptions underlying budget forecasts. May require a bachelor's degree in accounting, finance and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on judgment and limited experience to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Accountant III

Prepares balance sheets, profit and loss statements, and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Reports organization's finances to management, and offers suggestions about resource utilization, tax strategies, and assumptions underlying budget forecasts. Requires a bachelor's degree in accounting, and 4-6 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report to an executive or a manager. A wide degree of creativity and latitude is expected.

Accountant IV

Prepares balance sheets, profit and loss statements, and other financial reports. Responsibilities also include analyzing trends, costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Reports organization's finances to management, and offers suggestions about resource utilization, tax strategies, and assumptions underlying budget forecasts. Requires a bachelor's degree in accounting and 6-8 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.

Bookkeeper

Maintains and records business transactions. Balances ledgers and prepares reports. May require an associate's degree or its equivalent with 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a manager or head of a unit/department.

Cost Accountant I

Determines and implements cost accounting procedures and methods. Responsible for the preparation and analysis of cost reports and costing audits. Examines and reviews unusual cost records and ensures cost data is allocated correctly. May require a bachelor's degree and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Cost Accountant II

Determines and implements cost accounting procedures and methods. Responsible for the preparation and analysis of cost reports and costing audits. Examines and reviews unusual cost records and ensures cost data is allocated correctly. May require a bachelor's degree and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

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Cost Accountant IV

Determines and implements cost accounting procedures and methods. Responsible for the preparation and analysis of cost reports and costing audits. Examines and reviews unusual cost records and ensures cost data is allocated correctly. Requires a bachelor's degree in area of specialty and 6-8 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

Credit Analyst I

Duties include researching and examining credit risks, assessing credit history, and approving or disapproving extension of credit. May work with accounts receivable department. May require a bachelor's degree and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Credit Analyst II

Duties include researching and examining credit risks, assessing credit history, and approving or disapproving extension of credit. May work with accounts receivable department. May require a bachelor's degree and 2-5 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals to perform a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Credit Analyst III

Duties include researching and examining credit risks, assessing credit history, and approving or disapproving extension of credit. May work with accounts receivable department. Requires a bachelor's degree and at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May report to an executive or a manager. A wide degree of creativity and latitude is expected.

Financial Analyst I

Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Requires a bachelor's degree and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.

Financial Analyst II

Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Requires a bachelor's degree and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.

Financial Analyst III

Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Requires a bachelor's degree and 4-7 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager.

Financial Analyst IV

Compiles and analyzes financial information for an organization. Develops integrated revenue/expense analyses, projections, reports, and presentations. Creates and analyzes monthly, quarterly, and annual reports and ensures financial information has been recorded accurately. Identifies trends and developments in competitive environments and presents findings to senior management. Performs financial forecasting and reconciliation of internal accounts. Requires a bachelor's degree in accounting or finance and may be expected to have an advanced degree in a related area with at least 7 years of related experience. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager.

Internal Auditor I

Audits the accounting and financial data of various departments within an organization to ensure accuracy and compliance with government guidelines and laws. Identifies improper accounting or documentation and researches issues and makes recommendations to improve policies or procedures accordingly. May work with outside auditors to help reconcile discrepancies or support the external auditing function. Requires a bachelor's degree in accounting and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Internal Auditor II

Audits the accounting and financial data of various departments within an organization to ensure accuracy and compliance with government guidelines and laws. Identifies improper accounting or documentation and researches issues and makes recommendations to improve policies or procedures accordingly. May work with outside auditors to help reconcile discrepancies or support the external auditing function. Requires a bachelor's degree in accounting and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Internal Auditor III

Audits the accounting and financial data of various departments within an organization to ensure accuracy and compliance with government guidelines and laws. Identifies improper accounting or documentation and researches issues and makes recommendations to improve policies or procedures accordingly. Works with outside auditors to help reconcile discrepancies or support the external auditing function. Requires a bachelor's degree in accounting and 4-6 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report to an executive or a manager. A wide degree of creativity and latitude is expected.

Internal Auditor IV

Audits the accounting and financial data of various departments within an organization to ensure accuracy and compliance with government guidelines and laws. Identifies improper accounting or documentation and researches issues and makes recommendations to improve policies or procedures accordingly. Works with outside auditors to help reconcile discrepancies or support the external auditing function. Requires a bachelor's degree in accounting and 6-8 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

Tax Accountant I

Maintains tax records and prepares tax returns, related schedules, and related reports. Prepares paperwork for local, state and federal level returns. May require a bachelor's degree and 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Tax Accountant II

Maintains tax records and prepares tax returns, related schedules, and related reports. Prepares paperwork for local, state and federal level returns. Requires a bachelor's degree and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

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Tax Accountant IV

Maintains tax records and prepares tax returns, related schedules, and related reports. Prepares paperwork for local, state and federal level returns. Requires a bachelor's degree in area of specialty and 6-8 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. May report to an executive or a manager.

Administrative, Clerks & Support Personnel

Accounting Clerk I

Performs accounting activities such as maintenance of the general ledger and preparation of various accounting statements and financial reports. Requires a high school diploma or its equivalent with 0-3 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Accounting Clerk II

Performs accounting activities such as, maintenance of the general ledger and preparation of various accounting statements and financial reports. Requires a high school diploma or its equivalent with 2-5 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experiences and judgment to plan and accomplish goals to perform a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Accounting Clerk III

Performs daily accounting activities such as, maintenance of the general ledger and preparation of various accounting statements and financial reports. Requires a high school diploma or its equivalent with at least 5 years of experience in the field or in a related area. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected.

Accounts Payable Clerk

Responsible for compiling amounts owed from purchase orders, charge slips, sales tickets etc, and for preparing invoices and recording transactions. Maintains all payment records. Requires a high school diploma or its equivalent with 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Accounts Payable Clerk, Sr.

Responsible for compiling amounts owed from purchase orders, charge slips, sales tickets etc, and for preparing invoices and recording transactions. Maintains all payment records. Requires a high school diploma or its equivalent with 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Accounts Receivable Clerk

Processes and verifies applications for credit and solicits payment on overdue accounts. Responsibilities also include keeping records of all delinquent accounts, incomplete files, and credit risks. Requires a high school diploma or its equivalent with 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Accounts Receivable Clerk, Sr.

Processes and verifies applications for credit and solicits payment on overdue accounts. Responsibilities also include keeping records of all delinquent accounts, incomplete files, and credit risks. Requires a high school diploma or its equivalent with 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Credit Clerk

Interviews credit applicant to obtain financial and personal data for credit report. Contacts former employers and other acquaintances to verify references and employment, and investigates credit risk in customers and suppliers. Requires a high school diploma or its equivalent with 0-2 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Credit Clerk, Sr.

Interviews credit applicant to obtain financial and personal data for credit report. Contacts former employers and other acquaintances to verify references and employment, and investigates credit risk in customers and suppliers. Requires a high school diploma or its equivalent with 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Payroll Administrator

Maintains production records, timesheets, and payroll system. May be responsible for computing, withholding, and deductions associated with net earnings. May require an associate's degree or its equivalent. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Typically reports to a payroll manager.

Payroll Clerk

Inputs data from time sheets, production records, or individual time cards to computerized payroll system. Also responsible for balancing payroll runs, producing federal, state and local tax payments, and answering employee questions and troubleshooting issues. Requires a high school diploma or its equivalent with 0-3 years of experience in the field or in a related area. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.

Payroll Clerk, Sr.

Inputs data from time sheets, production records, or individual time cards to computerized payroll system. Also responsible for balancing payroll runs, producing federal, state and local tax payments, and answering employee questions and troubleshooting issues. Requires a high school diploma or its equivalent with 2-5 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Records Clerk

Locates and retrieves company records as requested. Inventories records stored and may assist in the destruction of records. Requires a high school diploma or its equivalent and 0-2 years of related experience. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor.

Records Clerk, Sr.

Locates and retrieves company records as requested. Inventories records stored and may assist in the destruction of records. Requires a high school diploma or its equivalent and at least 2 years of related experience. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor.

Salary Ranges

Position	Salary Ranges
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Executive	
Chief Financial Officer	\$130,000—\$220,000+
Vice President of Finance	\$95,000—\$145,000+
Director of Audit	\$105,000—\$155,000+
Director of Finance	\$95,000—\$140,000+
Treasurer	\$90,000—\$125,000+
Controller	\$85,000—\$135,000+

Management	
Assistant Controller/Accounting Manager	\$62,000—\$82,000
Cost Accounting Manager	\$70,000—\$85,000
Tax Manager	\$80,000—\$120,000
Audit Manager	\$75,000—\$95,000
SEC Manager	\$82,000—\$112,000
Finance Manager	\$68,000—\$83,000
Payroll Manager	\$54,000—\$69,000
Credit & Collections Manager	\$56,000—\$71,000

Staff	
Senior Financial Analyst	\$63,000—\$78,000
Financial Analyst	\$49,000—\$64,000
Credit Analyst	\$40,000—\$50,000
Senior Cost Accountant/Analyst	\$65,000—\$75,000
Cost Accountant/Analyst	\$51,000—\$61,000
Revenue Accountant	\$50,000—\$60,000
Tax Accountant	\$58,000—\$78,000
Accounting Supervisor	\$45,000—\$60,000
Internal Auditor	\$60,000—\$85,000
Senior Accountant	\$55,000—\$68,000
Staff Accountant	\$42,000—\$58,000
Junior Accountant	\$36,000—\$45,000

Support	
Full Charge Bookkeeper	\$41,000—\$51,000
Bookkeeper	\$37,000—\$46,000
Senior Clerk	\$34,000—\$41,000
Payroll Clerk	\$31,000—\$38,000
Accounts Receivable/Credit & Collections Clerk	\$31,000—\$37,000
Accounts Payable/Billing Clerk	\$31,000—\$40,000
Accounting Clerk	\$28,000—\$36,000