General Statement of Duties
Supervises professional and paraprofessional accounting staff engaged in daily accounting functions and activities in support of business operations and administration to ensure compliance with fiscal rules and policies in accordance with Generally Accepted Accounting Principles.

Distinguishing Characteristics
The Accounting Supervisor may oversee a variety of the major duties or responsibilities described within the essential duties section of this job description and performs various elements within those major duties and responsibilities, but the Accounting Supervisor may not oversee all of the essential duties outlined below as this is a citywide classification, which encompasses a wide range of work.

The Accounting Supervisor oversees complex and specialized accounting functions in servicing and supporting an agency or department, or may service and support multiple client groups outside of the organization.

The Accounting Supervisor is distinguished from the Accounting Specialist, which performs specialized accounting work within the Controller’s Office to administer financial systems; and, is distinguished from the Senior Accountant, which performs complex and specialized accounting work and assignments and does not supervise professional accountants or support staff.

The following definitions are meant to assist in distinguishing between the three core concepts of accounting, budgeting, and finance, which are as follows:

- Accounting: Tracks, records, and reconciles financial transactions to ensure consistency and compliance with fiscal rules, and creates reports for historical records, audits, and the evaluation of financial processes and transactions.

- Budgeting: Tracks, monitors, and projects expenditures, allocates funds, oversees assets, and prepares justifications and reports with regard to a specific organizational budget and associated business needs.

- Finance: Researches, analyzes, calculates, and compiles financial data, prepares reports for business decision making, determines best use of financial resources, which includes determining interest rates, investments, and managing cash and debt.

Guidelines, Difficulty and Decision-Making Level
Guidelines are in the form of stated objectives for the section, unit, function or project.

Work assignment is generally unstructured and employee is responsible for assigning and supervising a variety of functions to achieve the objectives of the section, unit or project. Duties performed involve weighing and evaluating factors requiring judgment, analytical ability and problem solving.
Level of Supervision Received & Quality Review

Under supervisory direction, the employee is responsible for accomplishing the objectives of middle management. Employee makes decisions or recommendations regarding hiring decisions, performance ratings, merit increases, promotional opportunities, disciplinary actions, and/or resolution of grievances or complaints. Serves as a role model for the employees they supervise and resolves day-to-day problems as they arise. Work is reviewed for their leadership, bringing the team together, delegating, and the use of independent judgement and discretion.

Interpersonal Communication & Purpose

Contacts of a non-prescribed nature involving the negotiation and resolution on non-routine problems encountered and where exceptional degrees of discretion and judgment and specialized knowledge are required in carrying out the programs and policies of an organization.

Level of Supervision Exercised

Supervises two or more professional accountants; and, may supervise additional support staff.

Essential Duties

Supervises professional and paraprofessional accounting staff engaged in daily accounting functions and activities in support of business operations and administration in the areas of financial transactions, contract accounts, purchasing activities, ensuring accuracy of journals and reporting, tracking grants, auditing records, overseeing assets, and overseeing special accounting projects to ensures compliance with fiscal rules and policies.

Ensures accounting transactions are performed, reconciled, recorded, and reported within established policies, procedures, and fiscal rules.

Reviews and interprets new legislation and statutes, determines impacts to business operations, and implements changes to ensure fiscal compliance in accordance with Generally Accepted Accounting Principles.

Manages and coordinates accounting and financial activities to improve processes, performance, and facilitates studies and projects.

Subject matter expert in the area of accounting functions and activities in guiding management in decision making and acts as a liaison in guiding other agencies and departments in fiscal matters.

Reviews, develops, or modifies work plans, methods and procedures, determines work priorities, and develops work schedules to provide adequate staff coverage. Provides work instruction and assists employees with difficult or unusual assignments. Assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.

Conducts hiring interviews and selects candidates for job openings.

Resolves problems and mediates conflicts encountered during daily operations, and determines appropriate solutions, while promoting teamwork. Encourages regular communication and informs staff of relevant business issues.

Develops goals, documents performance, provides performance feedback and formally evaluates the work of the employee; provides reward and recognition for proper and efficient performance. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards.

Develops and implements training plans and programs.
Documents causes for disciplinary action, initiates letters of reprimand, and makes formal recommendations for disciplinary action. Responds to formal and informal employee grievances and prepares written responses.

By position, initiates, coordinates, and executes vendor contracts.

By position, participates in planning and managing budget systems; prepares and presents budget recommendations; operates within budget parameters; and, adjusts work plans and activities as a result of budget changes.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

**Competencies**

**Delivering Results** - Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

**Financial Management** – Recommends, administers, allocates, reallocates, negotiates, and monitors revenue and/or expenditures to ensure cost-effective management of programs, projects, and policies for a functional and/or operational area.

**Influencing** - Collaborates with, persuades and influences others.

**Manages and Organizes Information** – Identifies a need; gathers, organizes, and maintains information; determines its importance and accuracy, and communicates it by a variety of methods.

**Mathematical Reasoning** – Solves practical problems by choosing appropriately from a variety of mathematical and statistical techniques.

**Planning and Evaluating** – Organizes work, sets priorities, determines resource requirements; determines short-term and long-range goals and strategies to achieve them; coordinates with other organizations or parts of the organization to accomplish goals; monitors progress, evaluates outcomes.

**Coaching** - Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

**Knowledge & Skills**

None

**Education Requirement**

Bachelor’s Degree in Accounting, Finance, or Business Administration.

**Experience Requirement**

Three (3) years of full performance level professional accounting experience reconciling accounting discrepancies, analyzing expenditures, and preparing financial reports.

**Education & Experience Equivalency**

No substitution of experience for education is permitted.
Additional appropriate education may be substituted for experience requirements.

**Licensure & Certification**

None

**Working Environment**

Subject to many interruptions.  
Pressure due to multiple calls and inquiries.

**Level of Physical Demand**

1-Sedentary (0-10 lbs.)

**Physical Demands**

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

- Sitting: remaining in the normal seated position.
- Carrying: transporting an object, usually by hand, arm, or shoulder.
- Balancing: maintaining body equilibrium to prevent falling over.
- Reaching: extending the hand(s) and arm(s) in any direction.
- Handling: seizing, holding, grasping, or otherwise working with hand(s).
- Fingering: picking, pinching, or otherwise working with fingers.
- Talking: expressing or exchanging ideas by means of spoken words.
- Hearing: perceiving the nature of sounds by the ear.
- Repetitive motions: making frequent movements with a part of the body.
- Eye/hand/foot coordination: performing work through using two or more.
- Vision Near Acuity: ability to see clearly at 20 inches or less.
- Accommodation: ability to adjust vision to bring objects into focus.
- Walking: transporting body and objects from place-to-place.
- Bending: bending at the waist to move an object from one level to another.
- Kneeling: to access documents at a lower level.
- Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

**Background Check Requirement**

- Criminal Check
- Employment Verification
- Education Verification

**Assessment Requirement**

Professional Supervisor

**Probation Period**

Six (6) months.
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