



<b>Department:</b> Fiscal	<b>Job Description</b>
<b>Job Description Title:</b> Fiscal Manager	<b>FLSA Status:</b> Full time Exempt
<b>Accountable To:</b> Chief Financial Officer (CFO)	<b>Position Status:</b> Grade 18 / \$27.70 ph
<b>Prepared by:</b> HR	<b>Revision Date:</b> November 7, 2023

**CAPNM is an Equal Opportunity and Affirmative Action Employer**

**Job Summary:**

Assist the CFO in maintaining accurate and timely recording and reporting of financial information according to GAAP, federal and state regulations and corporate agreements. Responsible for the reconciliation, reporting and billing of the Agency's multiple programs. Month end reconciliations and allocations. Protects Agency interests by adhering to established policies and regulation standards. Manages fiscal team.

**Essential Duties and Responsibilities:**

- **Prepare Financial Reports and Draw Reconciliations**  
Maintain a schedule of reporting and draw due dates, process reporting and draws on a monthly or other basis and update related worksheets for each draw, run reports for all grants/funds each month and send reporting to CFO. Process various department specific reporting/reconciliations and tracking documents. Participate in audits / monitoring conducted by funding sources, and prepare in a timely manner schedules and reports as requested by funding sources.
- **Monthly cost allocations of expenses**  
Maintain timely and accurate allocations across all funds according to Federal, State and grant regulations. Run reports and update spreadsheets to compute accurate allocations across funds, record allocations, remain current on federal or grant regulations affecting cost allocation methods and maintain accurate office layout measurements in order to compute accurate cost allocations.

- Yearly audit and tax return requirements

Assist CFO in establishing, maintaining and enhancing accounting policies and systems to ensure yearly audit and tax return requirements are met. Update year-end schedules for Auditor review, analyze, assimilate and explain complex financial information and/or situations, maintain up to date knowledge of GAAP for non-profit and tax requirements for 990.

- Miscellaneous Fiscal Duties

Work on Board of Directors related reports and documents and assist or provide backup with other fiscal functions on an as needed basis. Monthly and Quarterly general ledger reconciliations. Works collaboratively with team members in a positive way to accomplish department and agency goals.

- Other duties as assigned and required

### **Minimum Qualifications (Experience/Education):**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education, certification, licensing, experience, knowledge, skill and/or ability required.

- Bachelor degree in Accounting, or Business with Accounting emphasis, required
- Five years of accounting experience, non-profit strongly preferred
- Experience working with people from various socio-economic and educational backgrounds
- Yellow book auditing preferred
- Working knowledge of GAAP for non-profit organizations
- Working knowledge of federal, state and local grant regulations and Single Audit Act
- Strong personal computer skills and excellent working knowledge of financial software and Excel
- Strong interpersonal, written and verbal communication skills
- Well-organized
- 10 key experience
- Knowledge of general office equipment
- Must possess and maintain valid Montana driver's license
- Must possess proof of and maintain personal auto insurance
- Must be insurable under CAPNM's auto liability per insurance carrier's requirements

### **Physical Demands & Working Conditions:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Requires regular on time attendance and appropriate attire
- Continuous sitting
- Some standing and walking
- Some bending, stooping and squatting
- Full use of hands and arms
- Frequent Keyboard use
- Frequent repetitive movement, especially with hands and arms
- Grasping
- Lifting, carrying, pushing or pulling up to 25 lbs. occasionally
- Normal hearing both in conversation and with a telephone
- Frequent speaking in a clear and understandable manner

- Good close, distant and peripheral vision
- Work in a clean office with moderate noise levels sometimes in confined spaces
- Work requiring frequent attention to high detail
- Frequent deadlines
- Some travel by auto with exposure to traffic in year-round weather conditions
- Occasional out-of-town travel with overnight stay
- Some exposure to offensive language, angry clients and threats
- Some exposure to annoying odors
- Day shift

To perform this job successfully, an individual must be able to perform each essential duty and responsibility satisfactorily. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential duties and responsibilities.

No description of the responsibilities and performance can fully detail those required for the position. The employee demonstrates a proven commitment to the mission of the Agency and is one from whom thoughtful recommendations and resolutions are expected. They demonstrate a passion for integrity, honest interaction and professional excellence.

These employees understand argument is counter-productive and broad involvement by all parties concerned improves even the best business practices. They are discreet professionals in handling the important information to which they are entrusted.

THEY MAKE POSITIVE THINGS HAPPEN.