

RIHousing – Director of Accounting

Salary Range - \$124,225.80-\$179,762.04

RIHousing is committed to creating a diverse environment and is proud to be an equal-opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

What it's all about:

Provide leadership, direction, and oversight to the Accounting Department on all accounting, budgeting, grant, and financial reporting functions. Maintain high standards of internal controls to minimize risk and ensure the accuracy of financial statements in accordance with generally accepted accounting principles.

What you'll do on a daily basis:

This position manages the daily operations of the accounting department, providing guidance and mentoring to a staff of 18-20 people. Key factors include maintaining high-performance standards, strong internal controls, accuracy, deadline compliance, and the ability to resolve complex accounting and financial reporting issues. Timely and accurate financial statement generation is critical to Rhode Island Housing's accessibility to financial markets.

The position is responsible for developing and documenting policies, procedures, and internal controls. The Director of Accounting must stay abreast of Generally Accepted Accounting Principles, GASB pronouncements, and federal and state laws and regulations. All changes and updates must be researched and implemented promptly.

The Director of Accounting manages three separate disciplines within the group.

- General Accounting includes Accounts Payable, Cash Management for 500+ cash and investment accounts, Financial Statement preparation, tax reporting, account reconciliation, and audit functions.
- Loan Investor Accounting includes accurate accounting and reporting related to a \$4.6 billion loan portfolio, daily/monthly/quarterly reporting for FNMA, GNMA, Freddie Mac, and other loan investors, account reconciliations, and audit functions.
- Grant Accounting includes accurate accounting and reporting for approximately 40 different grant programs funded by HUD, Treasury, the State of Rhode Island, 3rd parties, and RI Housing - each with different regulations, reporting requirements, system needs, account reconciliations, and audit functions.

Additionally, the position assists the CFO with complex financial analysis projects, participates in the bond issuance process as required, assists with program development, new initiatives, and strategic planning, and provides technical assistance to other divisions on accounting issues.

The position works closely with other senior managers and must be able to present, explain, and discuss financial operations and budget reports to executive management and/or the Board of Directors.

What you'll bring to the team:

- Responsible for the daily operations of the Accounting Department, with a focus on accuracy, compliance, timeliness, and efficiency
- Oversee staff, provide guidance, resolve complex issues, and foster a team-oriented environment.
- Coordinate the annual budget process and produce all budget reports, present to executive management and the Board of Directors, and analyze Budget vs. Actual variances on a monthly and quarterly basis.
- Manage all audit functions – including annual financial audits, quarterly financial reviews, federal single audits, HUD and Treasury audits, FNMA/GNMA audits, State audits, and program audits.
- Maintain banking relationships and safeguards over numerous cash accounts.
- Interact with all program areas to ensure seamless communication and shared understanding of program requirements and changes and coordinate required reporting.
- Assist the CFO with projects, analysis, research, strategic planning, and initiatives.

What you'll need to succeed:

- Minimum of 10 years' experience in managing an accounting department
- Supervisory experience and ability to lead by example.
- Demonstrated effective verbal and written communication skills and ability to interact with employees at all levels.
- Ability to handle multiple projects/tasks, prioritize and organize workload, meet deadlines, and work under pressure.
- Ability to be flexible and self-motivated.
- Strong analytical and problem-solving skills, ability to comprehend complex transactions.
- Experience with and understanding of fund and grant accounting.
- Expert proficiency with accounting, budgeting, and reporting systems
- Bachelor's degree in accounting, finance, or a related field
- A CPA, MBA, or advanced degree is strongly preferred.

Not sure you meet all the qualifications? Let us decide!

Why RIHousing:

- Mission-Driven Organization
- Dedicated Workforce
- Competitive salary
- Parking Stipend
- Medical/Dental/Vision/Life Insurance
- Paid Time Off
- Retirement Options
- Flexible Work Hours
- If Position Eligible, Future Hybrid Work May Be Available
- Education Reimbursement
- Onsite Fitness Classes
- Volunteer Days
- Winner of “Best Places to Work” 2016, 2018, 2019, 2021, 2022, 2023
- PBN’s Worksite Health Award 2013-2023
- PBN’s Diversity Equity Inclusion Award 2023

RIHousing strives to ensure that all people who live or work in Rhode Island can afford a healthy, attractive home that meets their needs. A good home provides the foundation upon which individuals and families thrive, children learn and grow, and communities prosper.

To achieve our mission, we:

- Offer fair, affordable, and innovative lending programs.
- Provide housing-related education to consumers and others.
- Promote and finance sensible development that builds healthy, vibrant communities.
- Provide housing grants and subsidies to Rhode Islanders with the greatest need.
- Team up with partners to improve everything we do.

RIHousing uses its resources to provide low-interest loans, grants, education, and assistance to help Rhode Islanders find, rent, buy, build, and keep a good home. Created by the General Assembly in 1973, RIHousing is a privately funded public purpose corporation. RIHousing requires its employees to be highly motivated and knowledgeable, have a sound understanding of the changing needs of Rhode Island’s housing market, be willing to work within and toward a smoothly integrated operation, demonstrate a commitment to serve the people of Rhode Island, especially those with low and moderate incomes in need of safe and affordable homes, and possess a high level of integrity and deep respect for all Rhode Islanders, including customers, partners and fellow employees.