

Job Title: Accounting Support III **Job Code:** 900420 **Job Family:** Administrative
Pay Grade: JC.15.15 **FLSA:** Non-Exempt **EEO:** Office-Clerical
Department/Agency: Countywide **Position Number(s):** Multiple
Recommended Position Title(s): Senior Accounting Coordinator, Senior Accounting Specialist

The following Core Competencies apply to everyone and are essential to all County jobs:

- Accountability – Follows-up on and meets commitments, takes ownership for work, and possesses a strong ability to stay focused on individual, department, and County results.
- Communication – Clearly and effectively expresses ideas and thoughts (verbally and in writing); listens actively.
- Customer Focus & Public Relations – Builds positive internal and external customer relationships; is committed to customer satisfaction; assumes responsibility for solving customer problems and ensures commitments to customers are met.
- Initiative – Independently acts to resolve problems and provide solutions; seeks out new responsibilities; generates new ideas; practices self-development.
- Safety – Understands and supports safety standards as required by the job; keeps the workplace clean and safe.
- Teamwork – Encourages and facilitates cooperation, pride, and trust among the team; fosters commitment and team spirit; works cooperatively with others to achieve overall goals.

The following Leadership Competencies apply to supervisors, managers, and executives based on designated responsibilities:

- People Management – Clearly defines subordinate roles and responsibilities; motivates employees to perform and delegates work effectively; applies consistent performance standards and handles performance problems decisively and objectively; leads by example.
- Operations Management – **Directs and guides operations in alignment with the County's and department's overall goals and objectives; ensures the execution of efficient processes to maximize the County's and department's resources;** utilizes operational knowledge to make sound decisions.
- Strategic Leadership – Determines the strategic direction of the team or department in alignment with overall county goals; effectively communicates strategies internally and externally; creates a culture to support strategies and provides mechanisms to implement them; fosters buy-in and enthusiasm with employees.

Essential Duties:

- Reviews, reconciles, compiles, tracks, and processes accounting transactions involving cash, receipts, invoices, requisitions, vouchers, journal entries, expense reports, and other similar items for approval; analyzes and evaluates financial/statistical data to make recommendations and report on department, division, or fund expenditures and revenues in order to assist with budget or financial statement preparation; ensure compliance with governmental reporting regulations, or for management decisions regarding budget or fiscal issues.
- Communicates verbally and in writing with internal and external contacts in order to resolve discrepancies and exchange or update information; explains rules, regulations, and policies regarding fiscal programs to staff to ensure compliance with accounting policies and procedures.
- Reviews and evaluates accounting records and fiscal activities to ensure accuracy and compliance with accounting/legal requirements; identifies issues, trends and patterns; analyzes and explains variances and reports on irregularities; prepares documentation for revenue estimating; assists in the development, modification, implementation, and maintenance of an automated financial tracking and recordkeeping system to improve efficiency of the accounting unit and to maintain the integrity of the information generated.

Job Description

- Develops and prepares standard and customized reports, such as summaries of balances, cost information, and other reports; assists with processing fiscal period opening/closing transactions; prepares complex documents such as financial statements and/or annual department budget by compiling and summarizing financial or statistical data for management use; prepares cost, staffing, and utilization analysis.
- Audits, identifies, and corrects discrepancies and variances in reports and systems.
- Conducts tasks associated with payroll processing such as verifies timesheets, finds, researches, and provides resolution to payroll discrepancies; completes and verifies data entry; distributes paychecks; provides information and answers questions from staff regarding payroll issues; maintains attendance and leave tracking records; acts as department/agency workgroup functional representative in data management systems and provides training to new users; coordinates Family and Medical Leave according to policies, procedures, and guidelines.

Supervisory Responsibilities:

- Yes No This position is also responsible for the supervision and leadership of employees, which includes making employment-related decisions and/or recommendations, and formally evaluating performance.

Duties and responsibilities, as required by business necessity may be added, deleted or changed at any time at the discretion of management, formally or informally, either verbally or in writing. Scheduling and shift assignments and work location may be changed at any time, as required by business necessity.

Minimum Job Requirements:

Associates degree in Accounting or related field and two years in bookkeeping, accounting, or administrative functions involving record keeping or related area experience are **required**. May require KS/MO driver's license, depending on department or agency.

Johnson County Government requires reference/background screening for all positions. Specified criteria may vary by Department/Agency.

Preferred Job Requirements:

No preferred job requirements.

Education/Experience Substitutions:

Yes No Experience may be substituted for degree.

Yes No Education may be substituted for experience.

Physical, Environmental, and Special Working Conditions:

All County employees may be called upon to assist other departments in a declared emergency situation.