



Job Title: Financial Accountant
Department: Accounting
Reports To: Accounting Manager - Financial
Supervises: None
Job Group: Professionals
Exempt or Non-Exempt: Exempt

Job Description:

The Financial Accountant is responsible for analyzing financial results, preparing and reviewing complex accounting transactions, ensuring the accuracy of financial reporting, and supporting month-end and year-end close activities. This role partners with operational and financial leaders across the organization to provide timely, accurate financial information and maintain compliance with accounting standards and company policies. Reconciling account balances, developing accounting estimates, preparing and validating journal entries, along with providing recurring financial accounting support to store locations are key components of the Financial Accountant's day-to-day responsibilities.

At RDO Equipment Co., we make decisions thoughtfully, balancing the impact on each of our stakeholders, and enact those decisions according to each of our core values. In this way, we find purpose in our work and pride in our purpose.

Specific Duties Include:

- Analyze financial statements and present monthly financial results to various levels within the company. This position plays a key role in ensuring the integrity of the Company's financial statements and providing actionable financial information to business leaders.
- Partner with store and operational leaders to provide financial support and guidance.
- Prepare and review account reconciliations to ensure the accuracy and completeness of financial records.
- Prepare and review recurring journal entries which includes the ability to independently validate, reconcile, interpret results, and provide clear supporting documentation.
- Participate in month-end and year-end close activities to ensure timely and accurate financial reporting.
- Identify opportunities to improve reporting processes, templates, and reconciliations; help implement solutions that increase accuracy, efficiency, consistency, and scalability.
- Develop/calculate significant, complex accounting estimates.
- Assist with preparation of financial reports for management.
- Support internal, external, and compliance audits by preparing requested documentation, analyses, and account support.
- Prepare and review monthly, quarterly, and annual financial reports to ensure accuracy, completeness, and compliance with company policies.
- Follow all safety rules and regulations while performing work assignments and adhere to all policies and procedures as specified in company manuals and as directed in the employee handbook.

- Conduct self in the presence of customers and community to present a professional image of RDO Equipment Co.
- Proactively seek and participate in available company-sponsored training, to develop and advance knowledge base and skill set.
- Participate in all company/location driven communication efforts, including open book meetings, huddles, department meetings and other related efforts.
- Maintain a positive and professional working relationship with peers, management and support resources, with a constant commitment to teamwork and exemplary customer service.
- Perform all other duties as assigned by management in a professional and efficient manner.

Job Requirements:

- A bachelor's degree in accounting is required.
- A minimum of two years of experience in accounting, finance, auditing or financial reporting is required.
- Candidates must possess a general knowledge of accounting principles to include an understanding of financial statements and reconciliation processes.
- Intermediate to advanced proficiency in Microsoft Excel is required.
- Experience working with ERP and accounting systems is required.
- Candidates must demonstrate strong analytical, problem-solving, critical thinking and customer service skills.
- Candidates must possess strong verbal and written communication skills, including the ability to explain complex financial information clearly to accounting and non-accounting audiences.
- The successful candidate will be a collaborative team player with the ability to build effective working relationships and contribute to continuous improvement initiatives.
- Candidates must have valid work authorization and be able to work in the U.S. without company sponsorship.

EOE/M/F/Disabled/Veteran

Essential Job Functions:

Activity	Never	Occasionally	Frequently	Constantly
Hours Per Day	0 Hours	Up to 3 hours per day	3-6 hours per day	6-8+ hours
Sitting				X
Walking		X		
Standing		X		
Bending (neck)			X	
Bending (waist)		X		
Squatting	X			
Climbing	X			
Kneeling	X			
Crawling	X			
Twisting (neck)		X		
Twisting (waist)		X		
Hand Use: Dominant		X		

Hand Right___ Left___				
Is repetitive use of hand required?		X		
Simple Grasping		X		
Power Grasping	X			
Fine Manipulation	X			
Pushing/Pulling		X		
Reaching (above shoulder level)		X		
Reaching (below shoulder level)		X		
Lifting:				
0-10 lbs.			X	
11-25 lbs.	X			
26-50 lbs.	X			
51-75 lbs.	X			
76-100 lbs.	X			
Carrying:				
0-10 lbs.			X	
11-25 lbs.	X			
26-50 lbs.	X			
51-75 lbs.	X			
76-100 lbs.	X			
Driving cars, trucks, forklifts, other equipment?	X			