



Position: Senior Accounting Manager – Financial Accounting
Department: Accounting
Reports To: Director of Accounting
Supervises: Financial Accountants, Financial Reporting Analysts
Job Group: First/Mid-Level Officials and Managers
Exempt or Non-Exempt: Exempt

Job Description:

The Senior Accounting Manager – Financial is a key accounting leader who partners closely with the Director of Accounting to shape the company’s financial accounting strategy. This role owns the integrity of financial reporting, drives continuous improvement through process modernization and automation, and serves as a trusted technical advisor for complex accounting matters. The Senior Accounting Manager leads and develops a high-performing team, sets clear expectations, and builds scalable processes that support a large, complex business.

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:

- Leads and develops the financial accounting team, providing direction, coaching, and mentorship to strengthen technical capability, leadership depth, and overall performance.
- Builds a culture of accountability, collaboration, and continuous improvement by setting clear expectations, reinforcing standards, and providing timely, constructive feedback.
- Promotes an engaged, high-performing work environment that balances rigor, partnership, and service to internal customers.
- Supports and oversees the monthly close and financial reporting process for a centralized accounting organization serving a large, multi-region business, ensuring accuracy, consistency, and timely delivery of decision-useful information.
- Establishes, maintains, and reinforces account reconciliation standards, including risk-based review expectations, issue escalation protocols, and remediation timelines.
- Guides the documentation, review, and governance of significant and complex accounting estimates, including assumptions, judgments, sensitivity analyses, and related controls, in coordination with the Director of Accounting.
- Champions process improvement and modernization efforts, leveraging ERP tools, automation, and standardized workflows to improve efficiency, data quality, and scalability.
- Partners with finance and business leaders to evaluate, document, and communicate conclusions for complex or non-routine accounting transactions, ensuring appropriate application of U.S. GAAP and Company policies.
- Effectively communicates financial results, emerging risks, and accounting considerations to stakeholders in a clear, practical, and actionable manner.

- Serves as a primary point of coordination for external audit activities, supporting audit planning, fieldwork, issue resolution, and remediation efforts in collaboration with the Director of Accounting.
- Contributes to department-wide initiatives that strengthen governance, consistency, and clarity across the accounting function.
- 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:

- Bachelor's degree in Accounting required
- CPA certification preferred
- 10+ years of progressive accounting experience, including leadership responsibility over close and financial reporting activities
- Strong technical accounting knowledge with the ability to assess risk, apply professional judgment, and support conclusions for complex or non-routine transactions
- Demonstrated people leadership capability, including hiring, coaching, performance management, and development of high-performing teams
- Strong partnering and stakeholder management skills, with the ability to influence, collaborate, and communicate effectively across Finance and the business
- Excellent written and verbal communication skills, including the ability to prepare clear technical documentation and explain complex accounting matters to non-technical audiences
- Proven ability to drive continuous improvement through standardization, process discipline, and effective use of financial systems and automation tools
- Advanced proficiency with Microsoft Excel and experience working within ERP and financial reporting systems
- Ability to navigate a centralized accounting environment that is sophisticated in scale, interconnected across functions, and subject to evolving business needs
- Approximately 10% travel required

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 Hand Right___ Left___		X		
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			