



Role Posting
Trustee of Treasure
aka Financial Analyst

Redemption Plus is a one-of-a-kind organization where enthusiastic, caring people get to lead full lives by bridging their professional and personal worlds. We don't have jobs and just show up for work each day, rather we invest our time in building ourselves and our company. After all, everyone here is trading each day of their life to live it with us. We embrace innovation, hard work and high performance, positive attitudes, open and honest conversations, and of course, playfulness!

It is our mission to help customers win by relentlessly driving out waste and rework, and revealing impactful insights. Every action, every decision, every word we speak is to fulfill our purpose of "enriching lives through insights that empower". Oh and we sell toys too!

We live and breathe our three core behaviors; customer-centric; agents of change; and playfulness.

We hire with our "permission to play" behaviors in mind: Integrity; Accountability; Character; Collaboration; Continuous Improvement; Adaptability; Flourish; Examiner; Empathy; and Vulnerability.

Overview:

This is an incredible opportunity for someone with a passion and drive to support our Master of Coin aka Controller and the rest of our Finance team. Our Trustee of Treasure aka Financial Analyst will have responsibility for preparation of weekly, monthly and quarterly financial analysis schedules of actual vs. budget variances. Preparing detailed annual financial budget and monthly financial forecasts and providing financial analysis support to various areas of the company. Candidates must possess administrative and task management skills as well as the ability to communicate effectively with a wide variety of individuals both internally and externally. This position calls for flexibility, impeccable written and verbal communication skills, the ability to work well with all levels of internal/external management and staff, and excellent interpersonal skills in the areas of creative problem-solving, group planning and decision-making processes. Attention to detail, a strong work ethic, and strong ability to multi-task and self-motivate projects to a timely completion, good stewardship of company funds, and confidentiality are critically important.

Essential Duties:

- Cash Management to include cash forecasting, issuing wires and ACH's in addition to the weekly check run;
- Prepare Annual Budgets and Financial Forecasts. Meet with department leaders, research and explain variance from Forecast and Budget;
- Responsible for month-end and year-end close process, including monthly journal entries, account reconciliations and analysis of monthly financial statements;
- Implementation and continued support of Concur travel and expense management system, with continuous improvement always in mind;
- Perform accounts receivable management and collections on accounts. Set credit limits and determine when to put accounts on credit hold;
- Daily monitoring of all changes in gross margin percentages, providing insight into the reason for the changes;



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- Monitor exceptions report to detect errors in pricing or average cost per SKU – follow up with other departments to get errors corrected in a timely manner;
- Other duties and projects as assigned.

Placement Criteria:

- A minimum of a Bachelor's Degree in a related field and at least 5 years in the field or in a related area, or suitable combination of education and relevant experience preferred;
- Extensive knowledge of commonly-used concepts, practices, and procedures with bookkeeping and GAAP; and proven history of strong analytical abilities, accuracy, and ability to improve process through technology insights;
- Capability to focus and execute tasks quickly with excellence and minimal supervision;
- Ability to flourish in a high-growth, dynamic, entrepreneurial environment;
- Demonstrated organization, facilitation, communication and presentation skills and excellent computer literacy;
- Ability to prioritize workflow and organize diverse material and ability to handle multiple, competing and changing priorities; ability to perform effectively without supervision and within established time limits and ongoing deadlines;
- Ability to interact and communicate effectively and professionally, and provide exceptional service, both internally and externally at all times;
- Preference given to curious, life-long learners committed to expanding knowledge for the good of the organization.

Compensation & Care Package:

Competitive salary dependent on experience, full-time and a comprehensive benefit package.

In addition to Health, Dental, Vision, Short/Long Term Disability and Life Insurance, we also offer a medical benefits concierge service, an array of healthy lifestyle programs on-site (incredible lunches, workout facility, workout classes, meditation classes, chair massages, pH mineral enhanced water and so much more!), fully stocked beer fridge, company fun events, shipping discounts/credit, dry cleaning and Uber safe-rides. We could go on and on, but no one likes a bragger.