



POSITION TITLE:	Controller	REPORTS TO:	Executive Director
EMPLOYMENT TYPE:	Full-Time Exempt	SALARY RANGE:	\$65,000-\$81,000
SCHEDULE:	Typically M-F, 8a-5p	APPLICATION DEADLINE:	Open Until Filled

JOB SUMMARY:

Tacoma Community House is a nationally respected, community-based service center for immigrants, refugees, and members of the South Sound community seeking enrichment and pathways to self-sufficiency. Since 1910, we have helped countless individuals gain the skills they need to transition out of poverty, navigate a new culture, and find personal and professional success.

The Finance Department oversees an annual operating budget of more than \$5 million and supports approximately 55 agency staff members. The Controller provides strategic leadership and direct oversight of all day-to-day accounting operations, with functional responsibility for accounts payable, accounts receivable, payroll, and contracts and grants administration.

This role ensures the timely production of accurate financial reports, the proper maintenance of accounting records, and the precise processing of all financial transactions. The Controller administers a comprehensive system of internal controls and budget management practices designed to mitigate risk, safeguard organizational assets, and enhance the accuracy and integrity of Tacoma Community House and REACH Center's financial reporting.

In addition, the Controller ensures full compliance with Generally Accepted Accounting Principles (GAAP), applicable grants management standards, and regulatory requirements, resulting in clean, successful audits. The Controller supervises accounting staff and oversees finance operations, benefits administration, and related financial functions to ensure efficient, compliant, and high-quality fiscal management across the agency.

Individuals with personal, shared, or lived experience as an immigrant, refugee, or homeless young adult are strongly encouraged to apply.

CORE RESPONSIBILITY # 1 General Ledger - 40%

- Controllers act as the stewards of the general ledger, overseeing the accuracy of all general ledger accounts and the subsequent reports they produce. They ensure that every transaction is recorded correctly and that the balance in every balance sheet account is accurate. They are responsible for account reconciliations monthly.
- Our general ledger is the source for accurate and thorough billing of our federal contracts. Miscoding leads to missed revenue.
- TCH transactions are coded at the account level as well as program and revenue source. In some cases, additional information is also recorded.

CORE RESPONSIBILITY #2 Payroll Manager - 20%

- **Provide oversight for payroll functions to ensure delivery of flawless payments**

- Financial and administrative leader responsible for the end-to-end execution of employee compensation and ensuring organizational compliance with tax and labor laws as well as timekeeping and allocation regulations related to TCH federal contracts.
- Demands high-level technical proficiency in integrated HRIS platforms and a strategic approach to data privacy and process automation.
- Experience with ADP is preferred.

MANAGEMENT RESPONSIBILITIES:

- Provide leadership and training to accounting staff and managers in the organization
- Prepare and analyze accurate monthly financial and management reports, including income statement, balance sheet, budget and variance, projections and forecast, and cash flow
- Prepare annual budget
- Maintain system of accounts and keep books and records on all transactions and assets
- Maintain control of the following areas: general ledger, payroll and benefit programs, accounts payable and credit cards, accounts receivable and billing
- Provide useful financial insights to help make better decisions about formulating and executing strategy, and provide guidance and analysis to executive and operational management to improve results
- Assist in the management of grants reporting, compliance, and reconciliation
- Prepare a variety of ad hoc financial scenarios as requested

TRANSACTIONAL RESPONSIBILITIES:

- Ensure that all financial transactions are processed accurately, in a timely manner, and in accordance with GAAP
- Develop, implement, and maintain processes and controls that are current best practices related to transaction processing
- Perform month-end closing procedures, including overhead allocations, account reconciliations, and updating schedules
- Manage, oversee, process (as appropriate), and act as backup for all of the following transactions: payroll, accounts payable, revenue and expense, fixed assets, cash, bank reconciliations, and allocations
- Maintain an orderly accounting filing system

REPORTING RESPONSIBILITIES:

- Issue timely, accurate, and complete financial statements for all levels, including Board of Directors, leadership and management
- Provide operational reporting to program managers, including education on these reports
- Coordinate the preparation of the draft audited financial statements and tax returns
- Coordinate the preparation of financial information in the annual report
- Recommend and report on benchmarks against which to measure organizational performance
- Calculate and issue financial and operating metrics
- Produce cash flow reports, annual budget and forecasts
- Calculate variances from the budget and report significant issues to management

COMPLIANCE RESPONSIBILITIES:

- Prepare and assist with the developing audit schedules for the annual audit
- Suggest improvements in processes to increase organizational effectiveness
- Prepare 990 information for the annual tax return
- Prepare and process quarterly tax payments
- Oversee state registration filings

Other duties as assigned

REQUIREMENTS

Personal –

- Demonstrated ability to establish rapport with diverse groups of people across the community, including with staff, participants, donors, board members, trustees, volunteers and others
- Commitment to inclusivity and equity, as a goal and an approach
- Affinity for and ability to establish rapport with diverse groups of people who use different communication styles
- Proactive, hands-on manager who will own responsibility for the Finance Department
- Strategic thinker who possesses solid business acumen and is able to organize and manage multiple priorities
- Dedication to maintaining confidentiality and the ability to determine how it must be applied
- Desire to innovate and implement ideas resourcefully, as an individual contributor and within the team
- Willingness to admit mistakes and learn new things
- Ability to work well under pressure, to rapidly assess problems, to develop solutions, and to deploy limited resources effectively
- Ability to occasionally work a flexible schedule that may include evenings and/or weekends

Education –

- Bachelor's degree in accounting/finance or business administration
- Knowledge of federal, state, and local grant reporting requirements
- Knowledge of private fund development financial requirements
- Knowledge and experience with nonprofit organization management

Experience & Skills –

- Minimum of 3 years of finance and accounting experience, including finance management, accounting, audit, and analysis (including gathering, evaluating, presenting, and reporting financial information to management and external stakeholders)
- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds
- Exceptional verbal and written communications skills and the ability to flex communication style to multiple cultural environments with experience considering the impacts of the work on multiple communities, including communities of color, in technical analysis with a race and equity lens
- Excellent time management skills with the ability to perform multiple tasks and meet critical deadlines while maintaining accuracy and quality
- Proven ability to make complex and time-sensitive decisions in the best interests of the organization
- Solid experience in coordinating audit activities

PREFERRED QUALIFICATIONS

- Knowledge and experience with Abila accounting software, and ADP Payroll software

ADDITIONAL REQUIREMENTS

- Willingness to submit a background check and openly discuss

PHYSICAL REQUIREMENTS & WORK CONDITIONS

While performing the duties of this job, the employee is *regularly* required to:

- Remain in a stationary position for extended periods of time
- Operate a computer and other office equipment, such as copy machine or calculator
- Traverse around the building from one room to another

- Access files and/or supplies in cabinets and/or drawers close to the ground
- Communicate with coworkers and with clients whose primary language may not be English
- Review electronic and physical data for accuracy

While performing the duties of this job, the employee may *occasionally* be required to:

- Transport up to 20 pounds at a time
- Access files and/or supplies in tall cabinets
- Use metal fasteners in file folders

This position works indoors, primarily in an office environment with a low level of noise but occasionally in a classroom or lobby setting with higher noise levels. There may be opportunities for this position to work remotely on occasion and/or to work a flexible schedule, with supervisor approval and dependent on the needs of the department.

APPLICATION PROCESS

Please e-mail a Cover Letter that specifically addresses how your background makes you the best fit for this position, your Resume, and three (3) Professional References to Jobs@TacomaCommunityHouse.org.

WHY WORK AT TACOMA COMMUNITY HOUSE?

Your paycheck is only part of your total compensation package. Employees also have access to a benefits package worth about 25% of your salary.

Compensation – \$65,000 - \$81,000/year depending on qualifications.

Insurance – We offer a comprehensive health care benefits package including medical, dental, and basic life insurance after one month of employment.

Retirement – Tacoma Community House employees may participate in a 403b plan which includes generous support from the Agency after 1 year of employment.

Paid Leave – Leave benefits include 24 days of paid time off in the first year and 11 paid holidays.

We Are a Welcoming Workplace

Inclusion and empowerment are an integral part of who we are – our history, our culture, our identity. These values lead us in our operations as we strive to build and nurture a workforce that reflects the communities we serve and connects to each other in our dedication to equity and social justice.

Tacoma Community House is an Equal Opportunity Employer

In our relationships with staff, our participants, and our community, Tacoma Community House does not discriminate on the basis of race, color, sex, religion, creed, age, national origin, marital or military status, sexual orientation, gender identity, the presence or perception of any sensory, mental, or physical disability, genetic information, or any other status or characteristic protected by local, state or federal law. Applicants in need of accommodation are encouraged to call (253) 383-3951.