



Job/Position Description Finance Specialist/YMCA (Graduate Assistant)

APPLICATION PROCESS AND HIRING TIMELINE INFORMATION

IMPORTANT NOTE: Graduate Assistant positions are subject to the conditions found in the GA Program Addendum which follows this description.

To apply for this position you should submit a [KWU Employment Application](#), cover letter, resume/curriculum vitae, three references, teaching philosophy, and your salary requirements. Please email your application materials to hr@kwu.edu.

In your cover letter please pay special attention to matching your actual qualifications to the required qualifications listed in this Job Description. Make sure you reference the position title on the subject line of your email. No phone calls please.

The timeline for filling this job is:

- Applications will be taken until job is filled.
- Interviews will begin when qualified applicants are identified and continue until the job is filled.
- Position is to be filled as soon as possible.
- Job starts as soon as July 1, 2022.

KWU is an Equal Opportunity Employer and encourages diversity in employment. We will acknowledge receipt of your application as soon as we receive it.

ADMINISTRATIVE INFORMATION

POSITION TITLE: YMCA FINANCE SPECIALIST (Graduate Assistant Position) - **Important note: This position is funded as a Graduate Assistant position, and only Graduate Assistant qualified applicants may apply or be hired. See the Graduate Assistant Program Addendum below.**

POSITION'S MAJOR OFFICE: Finance Department at the Salina Family YMCA

MAJOR OFFICE RESPONSIBILITIES: The Finance Specialist is responsible for general accounting functions/projects such as grant management, general ledger/account maintenance, account reconciliation, data processing and reporting and supports Shared Services through assigned partners.

POSITION'S DEPARTMENT: YMCA FINANCE

POSITION'S DEPARTMENT RESPONSIBILITIES: This position provides the perfect candidate opportunities to develop skills in non-profit accounting working with a \$3M budget and significant grant funding. The Finance Specialist will provide leadership to grant tracking and gain experience through general ledger/account maintenance, Accounts Payable processes, data processing, finance reporting, cash flow and budget management. The Salina Family YMCA provides leadership to other YMCAs and their financial back-office accounting duties. This position will have the opportunity to work with key leaders in the Salina Family YMCA including accountant, CEO, YMCA Finance Committee, as well as contracted auditing firm and contracted shared service partners.

POSITION'S DIRECT SUPERVISOR: Accountant, Salina Family YMCA

DATE POSITION LAST REVIEWED OR ANALYZED: March 2022, revised by Angie Lassley (YMCA) and reviewed by Becky Mathews, KWU Director Human Resources

POSITION'S EMPLOYMENT STATUS: Part-Time, Staff, Exempt, At-will, 24-month Graduate Assistant (GA) Agreement.

POSITION'S SALARY OR SALARY RANGE AND BENEFITS: \$9,600 annually (24-month agreement), graduate tuition remission as per the standard Graduate Assistant Contract.

POSITION INFORMATION

POSITION'S SUMMARY: The position is responsible for providing support to YMCA FINANCE department and strategies.

POSITION WORKS WITH: The YMCA accountant, CEO, staff leadership team, YMCA Finance Committee, contracted Shared Services partners. May also engage with contracted auditing firm.

POSITION'S STAFF AUTHORITY: None

POSITION'S BUDGET AUTHORITY: None

POSITION'S PHYSICAL WORKING CONDITIONS: Office at YMCA. Position requires standing, sitting, stooping, filing, keyboarding/typing, speaking, seeing, hearing, walking and other similar motions and activities.

POSITION'S UNUSUAL HAZARDS OR WORKING CONDITIONS: None

POSITION'S EQUIPMENT: YMCA computer

POSITION'S WORK SCHEDULE: Flexible part-time schedule in Finance Department (25 hours per week) arranged around GA studies and classes.

POSITION'S TRAVEL REQUIREMENTS: None

POSITION DUTIES AND PERFORMANCE STANDARDS

POSITION'S ESSENTIAL DUTIES:

- Manage and provide guidance to grant tracking to ensure we meet all auditing and grant requirements. Develop and provide reports to grant and designated staff leadership and prepare financial documents for grant funders in accordance with their specific requirements.
- May assist with daily cash management, monthly bank reconciliation, and maintenance of recurring journal entries; reviews and prepares non-recurring journal entries.
- Prepares and analyzes the monthly financial statements in relationship to the budget, prior year, and strategic plan. Assists leadership team with the analysis and research of their financial statements.
- Completes a variety of accounting, financial analysis, and budget projects.
- Assist in financial and accounts payable support to assigned Shared Services partners.
- Responds to challenges with possible solutions in a timely manner.
- Perform other appropriate and reasonably required duties as assigned by the job's supervisor.

POSITION'S PERFORMANCE MEASURES AND STANDARDS: This section lists the specific performance measures upon which this position's performance will be evaluated. Actual performance standards (goals) for each performance measure will be set in consultation with the position holder and their direct supervisor.

- Ensure accurate and timely management of YMCA grants with tracking metrics to ensure completion of all grant requirements and deadlines.
- Accurate and timely preparation of all assigned duties and responsibilities.
- Teamwork – Works collaboratively with all members of the Leadership team, demonstrating strong relationships and positive engagement; actively participates in meetings, is prepared, and confidently expresses ideas and concerns; takes initiative and completes tasks independently.
- Supervisor and peer survey of employee performance and willingness to support and contribute to department and YMCA growth and success.

POSITION QUALIFICATIONS

EDUCATION:

- **MINIMUM REQUIRED:** Bachelor's degree with qualifications (i.e., minimum 3.00 GPA) for admission to the MBA program. Classes and/or experience in accounting.
- **PREFERRED:**

CERTIFICATIONS/LICENSES:

- MINIMUM REQUIRED:
 - Valid driver's license.

WORK EXPERIENCE:

- MINIMUM REQUIRED: Relevant experience attained during undergraduate studies or with previous employer Including an understanding of accounting and above-average analytical skills
- PREFERRED: Experience with QuickBooks.

KNOWLEDGE, SKILLS, ABILITIES, and ATTITUDES – KSAA'S:

- MINIMUM REQUIRED
 - Philosophical alignment with the mission and vision of Kansas Wesleyan University.
 - Demonstrable priority setting and organizational skills.
 - Demonstrable proficiency in using Word and Excel.
 - Demonstrable ability to work well with others and in teams.
 - Demonstrable ability to prioritize duties and to execute detailed work.
 - Demonstrable ability to maintain confidentiality.
 - Demonstrable punctuality and reliability in attendance.
- PREFERRED
 - None

NOTICE OF SPECIAL POSITION OR EMPLOYMENT REQUIREMENTS

1. THIS JOB DESCRIPTION IS NOT DESIGNED TO COVER OR CONTAIN A COMPREHENSIVE LIST OF ALL DUTIES AND RESULTS TO BE PERFORMED IN THIS JOB. DUTIES AND PERFORMANCE STANDARDS MAY BE ADDED, SUBTRACTED, AND/OR CHANGED BY YOUR SUPERVISOR AT ANY TIME DUE TO CHANGES IN DEPARTMENT OR UNIVERSITY REQUIREMENTS.
2. Unless exempt due to an employment contract signed by the President of Kansas Wesleyan University, all employees of Kansas Wesleyan are to be considered as an "at-will" employee.
3. All employees of Kansas Wesleyan University are considered to be "responsible employees" pertaining to Title IX regulations concerning both the prevention and reporting of sexual assault or harassment situations. As such, all employees must communicate with the Title IX Coordinator if they witness or hear about a sexual assault or harassment situation.
4. Kansas Wesleyan University is an equal opportunity employer and complies with EEOC and ADA employment requirements. It is and has been the policy of Kansas Wesleyan University to grant equal opportunity to all qualified persons without unlawful discrimination based on race, color, gender, age, national origin, ancestry, ethnicity, disability, sexual orientation, religion, or veteran status. In order to fulfill its mission as a Christian institution, preference in hiring shall be given to persons who can affirm the Institution's mission.
5. All "offers of employment" are subject to a criminal background check prior to employment.

**ADDENDUM TO THE
EMPLOYMENT OFFER LETTER (GRADUATE ASSISTANT)**

1. The purpose of the Graduate Assistant Program is to employ qualified students in Kansas Wesleyan University's (KWU) Master level programs in order to provide those students with relevant, real-life work experience as they pursue their Master's degree. The Graduate Assistant Program funds one course per 8-week term during the fall and spring semesters (two eight-week terms each), and one course during the eight-week summer semester. The GA/student is responsible for progressing toward successful completion of the Master's degree by being enrolled in one course during each eight-week each term.
2. To be, and remain eligible for employment in the Graduate Assistant Program as a GA at KWU, the person must be **enrolled in**, and be **successfully completing** a Master's program at KWU. This addendum is not a contract. If you resign at any time within the 24-month time frame that is established to complete the MBA program, compensation will stop at date of resignation, and tuition remission benefits will stop at the end of current course section.
3. The GA will be required to accomplish the following with respect to his or her Master's Program (Program) at KWU:
 1. Attend classes regularly, unless an "excused absence" is obtained in compliance with university standards;
 2. Comport themselves in the Program and in their employment as a positive example to, and role model for, undergraduate students, athletes and activity participants;
 3. Receive no final grade lower than a C in any course, remain in "good standing" at the university pursuant to its published policies, maintain at all times the required GPA for continuing graduate students at the university, and otherwise remain in compliance with all university requirements for graduation;
 4. Be enrolled in one course during each eight-week term during the year.
4. No courses in the Program where a grade of C or better has been earned, may be retaken for a better grade; any course retaken pursuant to the appeals provisions of section 5 below will be at the sole cost and expense of the GA.
5. Receiving a final grade lower than a C in any course during the Program, will result in immediate notice of dismissal as a GA by your department supervisor.

Within fifteen (15) days of receipt of such notice, the GA may submit a written appeal of the dismissal for extenuating and extraordinary circumstances to their department supervisor who will consider the appeal and communicate a decision regarding reinstatement, in writing to the GA and the Provost, within thirty (30) days of their receipt of the appeal, subject to review by the Provost, as described below.

If a decision is made by the department supervisor to reinstate the GA in the GA Program, this decision will be communicated to the Provost within the required thirty (30) day period. The Provost has the authority to override the decision if they determine that the GA is not making satisfactory progress toward a Master's Degree or is not likely to succeed academically in completing the Program as required in this Addendum; any such reversal by the Provost will be final and non-appealable, and will be communicated in writing to the GA within fifteen (15) days of the Provost's receipt of the department supervisor's reinstatement decision. With the written approval of the Provost, in their sole discretion, a GA may be dismissed from the Graduate Assistant Program but still remain in the Program, at the GA's own expense. GA's will continue to be employed at KWU pending the final disposition of any authorized appeal.

Time is of the essence of all matters in this section 5. Failure to act within a required time period will be construed against the non-acting party and in favor of the party not required to act within that period.

6. The Graduate Assistant as a student employee:
 1. Will reside in Salina while employed in the Graduate Assistant Program. The GA may reside either on or off-campus.
 2. All GA's (domestic or international student) are required to carry qualifying medical insurance. If the GA does not have medical insurance, they are required to purchase this insurance through the university at the current rate of \$2,776.00. This rate is current for the 2022-2023 academic year, August 1, 2022 through July 31, 2023. Since this is a mandatory fee student aid may be used to cover this expense (domestic GA students).
 3. Will be provided with a job description and be expected to perform the duties and responsibilities as outlined in that job description, including additional duties and responsibilities as assigned by their department supervisor.
 4. Will be assigned office space for the performance of their duties and responsibilities.
 5. Will have at least two weeks of time-off annually and their department supervisor will determine and schedule time-off in accordance with university and GA needs. In addition, the summer can be a time for the GA to get a more substantial job in Salina, but the GA must plan to spend at least 20 hours each week working for the university. If the student does take an extended leave during the summer months, it must be approved by the GA's department supervisor and the monthly stipend is suspended for that time period. The department supervisor is responsible for reporting that information to the CFO. It is preferred that the student stay in Salina and fulfill his or her obligations.

THIS SIGNED ADDENDUM IS PART OF THE REQUIREMENTS FOR EMPLOYMENT AS A GRADUATE ASSISTANT AND DOES NOT CONSTITUTE AN EMPLOYEE CONTRACT AS EMPLOYMENT AT KWU IS "AT-WILL," MEANING EITHER KWU OR THE EMPLOYEE MAY TERMINATE EMPLOYMENT AT ANY TIME FOR ANY REASON.