



United Way of Pennsylvania Director of Finance and Administration

Reports to: UWP President

United Way of Pennsylvania works to support all of our member local United Ways across PA to be a leader and partner in building financially resilient families and thriving communities across the Commonwealth. We envision an inclusive, impactful and collaborative network of United Ways working with business, community, faith and government leaders across PA to advance equitable access to health, education and financial stability for all Pennsylvanians. UWP is most well-known for its leadership on the statewide ALICE project, to educate and advocate for households who are working but not yet earning enough to afford their basic needs. PA 211 is another key initiative of the United Way network in Pennsylvania, providing support to Pennsylvanians in need of connections to services 24/7/365 through one point of contact.

UWP seeks an experienced accounting and finance professional to lead our financial tracking and accountability, and help the President align the organization's budgetary resources with its strategic goals. The UWP Finance Director is comfortable managing a variety of funding sources including federal and state grants, fee-for-service contracts, private/philanthropic grants, and membership dues. The position supports two 501(c)(3) organizations with combined financials and a parent/subsidiary structure. The position regularly interfaces with the staff team of the organization and volunteers from the board of directors of both UWP and PA 211 who serve on the Finance Committees of each nonprofit. UWP's network of local United Ways are independent local organizations, so this position is not responsible for local United Way accounting/finance support.

Goals:

- 1) Provide oversight of all Fiscal operations within UWP and PA 211
- 2) Partner with UWP and PA 211 leadership to build a fiscal strategy which resources the capacity needed to deliver quality member services and impactful programming.
- 3) Oversee and perform cash flow, bill and collections, cash management, payroll and employee benefit functions
- 4) Assure accurate and timely accounting tasks and reports
- 5) Produce all reports as required for annual audit and grant reporting

Key Responsibilities:

- In partnership with the President, PA 211 Vice President and Director of Mission Advancement, develop a long-term financial plan and roadmap to ensure United Way of PA and PA 211 continue to be financially sustainable

- Lead financial management and fiscal responsibility through the annual budgeting process in conjunction with the President, Vice President of PA 211, Director of Mission Advancement and Finance Committee; review and administer all financial plans and budgets; monitor progress and changes, ensuring they align with the priorities, goals, and objectives of the organization; keep senior leadership team abreast of the organization's financial status
- Staff the UWP Finance Committee
- Perform ongoing accounting and financial functions of UWP & PA 211
- Prepare and manage the general ledger, journal entries, balance sheet, Fiscal Reports & Records, Audit Materials, Annual Budget, Payroll, and related bookkeeping functions
- Prepare and submit grant budgets and modifications
- Provide timely fiscal reporting and invoice submission, in accordance with contracts and grant requirements
- Manages all Accounts Payable invoices and supporting documentation
- Prepares all documentation in support of grant budgets, monitoring, or audits
- Collects and reports charitable donations and fee for service income to direct appropriate use of funds
- Completes Payroll/PTO/Leave processing for UWP and PA 211 staff
- Files appropriate Federal, State, and local taxes, annual W2/W4 and 1094/1095 filings as required by law
- Manages all accounting and grant administration systems
- Oversee development of the annual budget, working closely with the UWP President and PA 211 Vice President and the Mission Advancement Director
- Oversee Benefit and Insurance administration
- Manage relationship with external Information Technology support
- Works with Director of Mission Advancement to identify capacity needs
- Develop financial forecasts to ensure organization stability and future growth potential
- Works with Administrative Coordinator to ensure accurate check logs and online payment information is tracked

Other duties as assigned by the President

Minimum Requirements:

Bachelor's degree in accounting or finance required.

Certified Public Accountant (CPA) preferred.

Proficiency in all aspects of nonprofit accounting, financial reporting, tax compliance and all pertinent GAAP, IRS, and Uniform Guidance (UG) rules and regulations; proficient in requirements of Form 990.

Excellent management skills and experience collaborating in a diverse and dynamic team

Extensive experience with QuickBooks Online

Five years of demonstrated success in managing finance, accounting, budgeting, control, and reporting in an environment with multiple, highly detailed compliance requirements

Experience in legal, audit, compliance, budget, and business development

Experience with grants management and grants accounting

Proficient with Microsoft and cloud-based file storage, including One Drive, Word, Outlook, Excel and Powerpoint

Strong communication skills

Ability to multitask and manage several projects at once

This is a full-time position. This position is exempt under the FLSA.

Salary and Benefits:

United Way of Pennsylvania offers a competitive benefits package which includes health care, vision, dental insurance, paid time off, and a retirement plan match. UWP maintains a hybrid working environment, with a combination of office days and work from home days. The salary range for this position is \$85,000 to \$100,000, depending on qualifications and experience.

To Apply:

Applications will be reviewed on a rolling basis. Please email a cover letter and resume to info@uwp.org.