

## About R3

Incorporated in 2002, R3 Consulting Group's (R3) mission is to assist municipal clients with identifying challenges, evaluating alternatives, and implementing cost-effective, environmentally-sound, and community-friendly solid waste solutions, all with the goal of diverting material from the landfill. We are a consultant team comprised of talented public administrators, policy writers, data analyzers, communicators, and designers who are passionate about sustainable materials management. R3 provides services related to solid waste planning, contract procurement and negotiation assistance, operations and performance reviews, financial and rate analysis, and State compliance assistance. Our commitment to sustainability is evident in our work with our clients, employees, and shareholders to achieve positive and ongoing social, environmental, and financial results.

## Financial Analysis, Third Party Reviews, and Audits

R3 staff members have broad experience performing financial reviews and rate structure analysis for municipalities and regional authorities. Our projects are designed to provide a comprehensive but understandable review and analysis of contractor finances which results in thoughtful recommendations to projected revenues and expenses and options for managing potential rate impacts. Our financial services include:

- » Cost-of-service and revenue requirement studies.
- » Developing solid waste rate models and rates structures.
- » Financial modeling and analysis of funding alternatives.
- » Detailed and indexed rate reviews.
- » Audits of billing systems and franchise fee payments.
- » Rate audits and rate structure analysis including pay-as-you throw / variable can rates.
- » Development of refuse vehicle impact fees and solid waste development fees.
- » Budgeting and long-term financial planning.

## Financial Analyst

### About This Role

This position will focus on our financial analysis, "rate setting" (e.g., analysis of 3rd party finances and rate impacts) and "audit/review services" (e.g., franchise and other agency fee, billing and tonnage audits, etc.). At any given time, this position could be involved with various active projects, frequently reporting to multiple project managers. The actual job classification (e.g., associate, project manager) will depend on the qualifications of the successful candidate(s).

The successful candidate will work under the direction of Project Directors and Project Managers, in a team atmosphere, with room for growth and increased responsibility with all our public sector clients. The successful candidate will support our environmentally focused practice from our Oakland or Roseville, California offices (current in-office requirement: ~2 days/week). Some local travel may be required, with additional limited overnight travel (within California). Over time, this position offers significant advancement opportunity for a high-performing professional to grow into multiple senior roles with direct client relationships and independent assignments and responsibilities.

## What You Will Do

***The successful candidate will perform tasks such as:***

- » Supervise and perform financial and budget analyses (candidate must possess strong analytical and Excel skills).

- » Review 3rd party financial/operations records to support agency rate and fee calculations.
- » Work with client and company personnel to obtain financial and operational data.
- » Review 3rd party rate adjustment applications for mathematical accuracy and compliance with the compensation methodology prescribed in the franchise agreements, including the review of financial and operational records to support compensation adjustment requests.
- » Perform financial evaluation of proposals for solid waste related services.
- » Summarize the tasks in a clear and succinct manner (spreadsheets, tables, narrative, etc.).
- » Research and develop new rate setting and/or rate structure models.
- » Perform quality control reviews on workbooks, reports, and written work products.
- » Assist in the preparation of written reports, client presentations, and proposals.
- » Assist in planning and monitoring multiple concurrent engagements, to include staffing, performance, billing, and maintaining and developing client relationships.
- » Participate in and/or present at professional and industry events and seminars.

## Why R3?

R3 evolves as times change and treats our employees as grown-ups. Employees are encouraged to balance their professional and personal lives with flexible hours and work locations. Compensation is meant to be competitive with other firms but flexible based on performance and inputs (e.g., billable hours, marketing, mentoring). Our employees participate in developing the Mission and Vision for the firm and have multiple opportunities for advancement, continued growth and education, leadership and ownership opportunities and personal growth.

## What We Hope for in a Candidate

- » 3+ Years of prior experience in accounting or finance functions preferably but not exclusively in the recycling, organics, solid waste or a related industry.
- » Experience as a Division Controller, Assistant Controller, Finance Manager or Analyst .
- » Understanding of financial practices, including municipal procurements, accounting, rate setting and performance analysis, etc.
- » Demonstrated experience in business analysis (e.g., accounting, statistics, finance, etc.).
- » Undergraduate or Graduate Degree in Business, Accounting, Environmental Management, Public Administration, or related field is preferred; practical experience in accounting or financial analysis may be substituted for education.
- » Ability to organize thoughts logically and communicate them concisely.
- » Strong analytical skills, especially related to the development of spreadsheet models (e.g., rate models, report tables, etc.).
- » Strong attention to detail, especially related to flow of information.

## R3 Offers

R3 offers a competitive total compensation package while emphasizing work/life balance for our employees. This is a full-time, exempt position. Some highlights include:

- » Competitive salaries and performance-based bonuses
- » Generous contribution to health/dental/vision
- » Company-paid long-term disability and life insurance
- » 401k with 4% company-matched contribution; and annual profit share contribution (~10%)

- » 10 paid holidays; 15 vacation days; and 2 additional floating holidays per year
- » Continuous skill-building, certification training opportunities, and career development program
- » Presentation, public-speaking, and networking development via attendance at industry conferences and other social events

## **Put your Skills to Work!**

Submit your cover letter and resume to R3 today! Please provide a valid email address and telephone number on your resume and/or cover letter, along with your title/salary expectation. Application materials will be screened on a continuous basis. Qualified candidates are encouraged to apply quickly.

This is an at-will position and, as such, can be terminated at any time without notice and for any reason. Prior to hire, candidates will be required to successfully complete performance assessments, reference checks, verification of academic performance, and any other due diligence R3 deems appropriate prior to making an unconditional offer for employment.

Candidates with a disability who may require special assistance in any phase of the application or assessment process should advise the hiring manager upon submittal of an application. Documentation of the need for accommodation must accompany the request. R3 is an equal opportunity employer.