



## DELIVERING A REGENERATIVE FUTURE FOR EVERY COMMUNITY

### WHO WE ARE

R3 is a California-based consulting firm that provides public agencies with innovative solutions in solid waste, recycling, organics, and utility management. Our work focuses on helping local governments balance complex services with budget realities, ensuring communities achieve their sustainability goals while protecting ratepayers.

### JOIN OUR GROWING SUSTAINABILITY TEAM!

We are known statewide for providing financial, contractual, and operational expertise to local governments. As part of our growth, we are seeking a **Rate & Financial Analyst** with strong quantitative skills and an interest in solid waste/utility economics to join our collaborative team.

This position will support R3's Financial & Rate Studies practice, working closely with project managers and senior staff to deliver high-quality financial analyses, rate reviews, and modeling for public sector clients. This position is ideal for a candidate with a strong finance, accounting, or economics foundation, who is interested in applying those skills to municipal solid waste and utility systems.

### BENEFITS

- » *Competitive salaries and performance bonuses.*
- » *Flexible/hybrid work environment; Remote for the right candidate.*
- » *Generous contribution to health/dental/vision insurance; Company-paid long-term disability and life insurance.*
- » *401k with 4% company-matched contribution; Annual profit share contribution ~10%, not guaranteed.*
- » *15 paid holidays, 15 vacation days, and 2 floating holidays per year (used at your discretion).*
- » *Continuous skill-building, training opportunities, and career development program.*
- » *Opportunities for growth into project management roles; Continuous growth through ownership.*
- » *Presentation, public-speaking, and networking development through industry organizations.*

### ROLE OVERVIEW

- » Work closely with established R3 rate and fee leaders during training and in ongoing practice development.
- » Conduct comprehensive rate reviews and audits of contractor applications, billing systems, franchise fees, and reported data to ensure accuracy and accountability.
- » Develop financial models, cost-of-service studies, and rate structure analyses (including variable-can and pay-as-you-throw systems) to inform client decision-making.
- » Perform financial evaluations of service proposals, franchise/fee studies, and third-party records to support agency calculations and fee justification.
- » Support Proposition 218 compliance, rate adoption, budgeting, long-term financial planning, and funding alternative analysis for municipal clients.
- » Prepare clear, professional reports/presentations summarizing complex financial findings for stakeholders.
- » Collaborate on multiple concurrent projects while contributing to R3's library of financial models, templates, and best practices.

### DESIRED QUALIFICATIONS

- » Bachelor's Degree or higher in Finance, Accounting, or related field; Master's Degree preferred.
- » Demonstrated experience in financial analysis, rate studies, accounting, preferably in a consulting context.
- » Strong Excel and financial modeling skills: rate models, forecasting, cost-of-service analysis.
- » Exceptional written and verbal communication skills, with ability to explain technical findings to diverse audiences and manage multiple projects simultaneously.
- » Demonstrated interest in public sector finance, environmental services.

### PAY RANGE

- » \$95,000 - \$150,000 per year, based on qualifications.

### TO APPLY

- » Email resume to: **CAREERS@R3CGI.COM**

