# POSITION DESCRIPTION

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<td>Chief Financial Officer (CFO)</td>
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**DEPT/LOCATION**
Finance/Accounting

**SUPERVISOR’S TITLE**
Chief Executive Officer (CEO)

## POSITION SUMMARY
Plan, organize and direct the Fiscal Services Department including the development, interpretation, coordination and administration of St. John’s Well Child and Family Centers’ (SJWCFC) policies and procedures on finance, accounting, insurance, financial/accounting systems, internal controls and auditing. This position helps ensure that finance and fiscal operational systems are in place to support the development of all business activities to meet targeted operating margins. The CFO also serves as the fiscal compliance officer for the organization.

Note: This information in this position description indicates the general nature and level of work performed by employees within this classification. It is not designed to be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Revise 071510.

## REQUIRED SKILLS AND QUALIFICATIONS
- Degree in Accounting required
- CPA desirable, but not required
- 7 – 10 years experience in senior level position.
- 5 years in non-profit accounting and.
- Familiarity with Federally Qualified Health Centers desirable, but not required
- QuickBooks
- Excel
- ADP payroll
- System flowcharting
- Preparation of cash flow statements

## PRINCIPLE ACCOUNTABILITIES
We acknowledge that all employees should have goals and objectives that support the mission of St. John’s and that each should be accountable for personal, team and organizational goals.

### Duties and Responsibilities:

#### Personal-Team-Organization
- Develop and maintain effective systems of accounting and cost determination in accordance with state, federal, local and other funding sources rules and regulations utilizing generally accepted accounting principles.
- Review and modify cost system and data collection to ensure maximum cost reimbursement for particular services.
- Prepare reports outlining SJWCFC position in all areas of assets, liabilities, income and expenses based on past, present and planned future operations.
- Recommend budget planning guidelines to administrative staff as well as preparation of organization-wide budgets.
- Safeguard assets through the maintenance of proper controls.
- Oversight of payroll administration and vacation accrual.
- Select, train and supervise Department staff. Provides coaching, staff development, and delegate work appropriately.
- Coordinate timely filing of federal, state, third party, private foundation and other financial reports as required.
- Audit financial data for any system activity. Coordinate external systems audit with firm representatives.
- Participates as part of the senior management team and work in collaboration with other members of senior management.
- Other duties as assigned by the CEO

MISSION STATEMENT
Our mission is to eliminate health disparities and foster community well-being by providing and promoting the highest quality care in South Los Angeles.

VISION STATEMENT
The vision of St. John's is to deliver high-quality primary and preventive medical, dental, and mental health services that go beyond the borders of tradition to uninsured, underserved, and economically disadvantaged persons in Los Angeles. We are devoted to instilling the value of well-being to our communities, resulting in self-advocacy, self-esteem, and self-sustenance through innovative and developmental programs and collaborative endeavors.

COMPANY VALUES
Dignity
We honor and respect every person we encounter as a valued member of the human family whose gifts and rights are to be protected.

Excellence
We support and champion individual and organizational growth, accountability, creativity, teamwork, and commitment to quality, and the best standard of care.

Well-Being
We promote and advocate for the full integration of our patient’s physical and mental health with their needs as an active member of a vibrant and just community.

Social Justice
We collaborate with others to develop systems, organizations, and programs that address the needs of and empower all members of our community with a preference for the most vulnerable and disadvantaged.

Commitment to Process Improvement
Employees will make a commitment to the change process and embrace new systems and technology designed to enhance employee skills and improve patient care.

Employees will actively engage in designing, implementing and optimizing new systems for efficient operating.

Employees will be dedicated to a patient-centered medical home model fostering excellence in customer service and patient care.

Employees will provide cross functional support to other employees which means you will be responsible for “other duties as assigned” to pick up the work load and rebalance the work load for continued efficiency in patient care.

Essential Job Functions include the following:
Physical Demands: The physical demands described here are representative of those that be met by an employee to successfully perform the essential functions of this job and include the ability to type and operate a personal computer with various software programs, effectively operate standard office equipment, bend, stoop, crouch, kneel, twist, balance, and work at a desk, lift and carry up to 25 pounds, and communicate (written and oral) in a clear and professional manner.

Mental/Cognitive Demands: Establish and maintain effective work relationships with co-workers and customers, maintain regular attendance, understand and carry out a variety of oral and written instructions, have knowledge of
proper English usage, grammar, punctuation, spelling, and vocabulary, have the ability to learn office principles, practices, and methods, understand filing systems, including numerical, alphabetical, and chronological, learn a variety of procedures, policies, and services of the assigned work unit or program, perform assigned duties with efficiency and accuracy and maintain confidentiality.

Competency Definitions

Competencies are metrics used to measure how well you perform your duties and responsibilities on the job. For example one employee may handle X numbers of patients per day but when surveyed, the way the patient was handled or mishandled speaks to competence. Competence is measured on a scale of 1 (low) to 5 (high).

Personal

1 Results Orientation

- Employee takes initiative and sets high goals and consistently achieves goals as assigned.
- Quality of work is accurate and has consistent neatness and detail.
- Quantity of work meets goals and deadlines. Maintains a steady pace under pressure.

2 Decision Making and Problem Solving

- Weighs all facts before making a decision and willing to take action within limits.
- Consults with superiors before taking action. Digests relevant information.
- Anticipates and prevents problems before they get out of hand.

3 Judgment

- Uses sound logic and factual information to analyze situations.
- Knows how to find information relevant to circumstances.
- Can withhold personal feelings and politics when making decisions.

4 Oral and Written Communication

- Is effective in one-on-one and groups situations.
- Can listen and respond appropriately discussing matters.
- Provides professional responses to internal patients and external vendors.

5 Flexibility and Dependability

- Performs effectively when faced with varying operating conditions.
- Punctual, attentive and accepts responsibility for all duties assigned.
- Can adjust quickly to changing environments and demanding situations.

6 Job knowledge and Technical Skills

- Proficient in job knowledge and technical skills required for the position.
- Shows understanding and demonstrates skills as needed.
- Learns new skills and terminology as appropriate in a changing environment.

Team

7 Planning and Organizing
• Schedules time effectively, meets deadlines, to achieve all goals and objectives.
• Plans each day with priorities and accomplishes daily, weekly and monthly goals.
• Demonstrates good time management and strong administrative skills.

8 Supervision
• Accepts corporate mission and objectives and is aligned properly to outcomes.
• Keeps supervisor informed with updates, reports, and changes.
• Supervises with integrity and demonstrates leadership when assigned employees.

9 Teamwork and Developing Others
• Builds teamwork and team spirit among all employees.
• Maintains solid working relationships that support and encourage one another.
• Enforces team concepts over personal bias and individual opinions.

10 Composure
• Maintains composure and objectivity when under pressure.
• Embraces change and new challenges with enthusiasm and energy.
• Handles themselves in a mature and professional manner.

11 Building Relationships
• Maintains rapport with employees, patients and stakeholder.
• Manages conflict constructively to achieve mutually beneficial outcomes.
• Builds consensus and overcomes.

Organization

12 Leadership
• Employee is a positive role model and demonstrates integrity on the job.
• Develops others to maximum capacity for growth and incremental improvement.
• Manages others to win loyalty and commitment.

13 Awareness: Internal and External
• Understands internal corporate culture and can maneuver as required.
• Keeps abreast of new services and changes that affect the business.
• Keeps informed on community, political and legal matters pertaining to St. John’s.

14 Quality Control: Improvement of Patient Care and Profitability
• Exceeds patient expectations in providing services to our community.
• Properly matches patient need to appropriate referral service(s).
• Supports St. John’s Mission with enthusiasm and in a caring manner.

Acknowledgement: I have read and understand my job description duties and responsibilities, Mission, Vision, Commitment to Process Improvement, and Competency definitions and accept the position as defined.
Employee Signature _______________________________ Date ____________________________

Human Resources _______________________________ Date ____________________________