



Nevada State High School  
★ Public Charter School ★

**Finance and Operations Director**

**Mission:** To support students in a college environment with personal, academic, and social skills.

**Vision:** Every Student College Ready.

NSHS is a fast-growing public charter school network in Nevada hosting one central office and serving approximately 1,000 11<sup>th</sup> and 12<sup>th</sup> grade students in nine (9) locations. NSHS continues to meet the community’s demand of preparing high school students to attend college without having to take remedial coursework.

The Finance and Operations Director is a valued member of the school's five (5) member Executive Leadership Team and will provide support under the specific functions of Leadership Management Accountability, Budgeting, Accounting/Auditing, Financials, and Finance and Operations Compliance. Other duties as assigned. This position manages three (3) full-time staff members. This position requires someone with a high degree of accuracy, timeliness, and production across the primary functions above.

**Employee Value Proposition:**

<p style="text-align: center;"><b>Cultural Fit</b></p> <p>Our daily work is connected to a higher purpose and is focused on getting every student college ready!  <b>Core Values:</b> OWN IT: Take responsibility  UPHOLD OUR PROVEN PROCESS: Maintain integrity &amp; expectations of the NSHS program.  CONTINUALLY IMPROVE: Motivation to improve self and others.  <b>Core Focus:</b> To provide opportunities for student success in a real college environment.</p>	<p style="text-align: center;"><b>Total Compensation and Rewards</b></p> <p><b>Pay and Benefits:</b> \$85,000 - \$110,000 Medical, dental, vision, LTD. No state/local income tax and state retirement 100 % paid (no SS deductions)(saving of approx. 6%-12% of net pay). Two (2) days of PTO per month and federal holidays  <b>Incentives:</b> Annual performance pay structure \$3,000 - \$10,000 and determines base for future year’s pay.  NOTE: \$85,000 could be a base of \$112,000 in 6 years</p>
<p style="text-align: center;"><b>Working Environment</b></p> <p>NSHS has strong leadership that develops a culture of high expectations being open and honest. Staff follow simple core processes (progress not perfection) and tools to improve the health of the organization and get everyone pointing in the same direction using EOS®. Staff proposes their work schedule each month and are motivated by a “my kid standard.”</p>	<p style="text-align: center;"><b>Professional Growth</b></p> <p>Most Fridays, staff conduct collaboration, feedback, training, and professional growth. Departments have funds allotted for conferences and workshops to meet the Continuous Improvement Point System. Professional development is in the school’s DNA and we are motivated to figure out new ways to improve ourselves and others.</p>

**Qualifications:**

- 1) BA/BS degree in Accounting or equivalent training or graduate degree
- 2) Demonstrated skill in producing financials for governmental accounting, auditing, and reporting functions
- 3) Proficiency with computer software including, but not limited to Microsoft Office Suite;
- 4) Demonstrated ability and advanced proficiency in Microsoft Excel to execute budget development
- 5) Demonstrated experience of internal controls around GASB and GAAP
- 6) Preferred MBA or experience in leadership and management (minimum 3-5 years)

**To apply:** Candidates are asked to submit the following: 1) NSHS application, 2) resume, and 3) transcripts and/or applicable license(s)/endorsement(s). Please scan and submit all documents through the school’s help ticket portal here: <http://help.earlycollegenv.com> **NO HARD COPIES OR EMAILS.**

**Hiring Process and Timeline:** NSHS is an equal opportunity employer. Candidates can find the NSHS application and the hiring process here: <https://earlycollegenv.com/career-opportunities/>

**CLOSING DATE: Open Until Filled**