



FINANCIAL PLANNING & ANALYSIS

BACKGROUND INTRODUCTION:

USOP is the leading full-service, integrated orthopedic care platform that provides the full continuum of musculoskeletal treatment to patients in the Southeastern U.S. Supported by the groups diversified orthopedic sub-specialties, ultramodern ambulatory surgery center(s), fellowship training programs and comprehensive suite of ancillary services – advanced imaging, rehabilitation, pain management, urgent care, pharmacy and sports medicine – USOP is a comprehensive provider for patients seeking high quality, value-based care. For more information, please visit: [US Orthopaedic Partners \(us-orthopartners.com\)](http://US Orthopaedic Partners (us-orthopartners.com))

CHARACTERISTICS OF WORK:

The right candidate will have expertise in maturing financial processes and promoting financial discipline, a keen appreciation for innovative legal structures, and be driven by an intense desire to make the world more just. Reporting to the Chief Operating Officer, you will be one of the key leaders within our organization. In this role, you will understand our overall financial strategy and operating needs, create financial reports to review with cross-functional leaders to help them manage their budgets, refine their estimates, and create scalable KPIs. The chosen candidate will be a key contributor in the implementation of planning and measurement solutions that will help improve our forecasting accuracy, accountability, and transparency. Additionally, this position will provide an opportunity to mentor junior finance professionals, helping them to level up.

EXPERIENCE / EDUCATIONAL REQUIREMENTS:

Education:

- Bachelor's Degree in Finance or Accounting; MBA and/or CPA strongly preferred

Experience:

- 10+ years of progressive experience in financial planning and analysis
- Expert modeler and teacher of modeling
- Proficient in Financial reporting systems (Hyperion, Tableau or Anaplan knowledge a plus)
- Superb attention to detail and the ability to prioritize and deliver in a fast-paced, quickly changing environment
- Ability to collaborate cross-functionally
- Strong interpersonal, communication and presentation skills
- Knowledge and experience with US GAAP and financial reporting
- Knowledge and experience with IRS non-profit and political regulatory requirements
- Strong sense of ownership and proactivity
- Experience in a multi-subsiidiary environment

ESSENTIAL FUNCTIONS:

The essential functions include, but are not limited to, the following:

- Play a critical role in implementing/maturing financial processes and promoting financial discipline across the organization.
- Implement and scale new budgeting and reporting processes.
- Manage the continued development of Budgeting, Financial Forecasting, Operating Plan, and Modeling tools
- Monitor performance indicators, emphasizing trends and analyzing variances
- Work with finance team and external consultants to prepare monthly financial and operational reporting across all departments of the business
- Perform value added ad-hoc analyses that help drive decision making
- Develop financial models and conduct valuation analyses to support strategic initiatives and investments
- Collaborate with external accountants to prepare variance to budget and other deep dives
- Continuously take on additional responsibility to improve processes and procedures
- Manage two finance professionals
- Candidate will work within the larger operations team to provide general support and contribute to long term projects



REQUIRED MINDSETS AND ATTRIBUTES:

- Fluent in equity concepts and language, understands their own privilege and power, and willing to bring equity impact analysis to life in the context of their tasks
- Dedicated to progressive issues, campaigns, and organizations
- Proactive, growth-oriented, pragmatic and detail-oriented project management skills
- Creative collaborator within a remote team
- A diligent and conscientious interpersonal savvy; overt willingness to act as cross-functional worker who never sees something as beyond their purview
- Unquestionable personal code of ethics, integrity, diversity, and trust
- Cares deeply about getting results, stays attentive to all specific tasks/follow-up items, and consistently meet deadlines

BENEFITS:

The Financial Planning and Analysis position is a full time, fully benefited position. While a very young organization, US Orthopaedic Partners, LLS, provides all employees a competitive salary, world-class healthcare, dental and vision benefits, retirement, paid vacation and sick days, flexible holidays, and all-staff holidays, remote virtual office, paid maternity, paternity and adoption family leave, and health and wellness benefits.