Position Title: Director - Reporting, Internal Controls and Enterprise Utilities
Department: Accounting

Join our Team! At IHDA we strive to create and maintain a work environment that promotes diversity, recognition and inclusion. IHDA is committed to hiring and investing in individuals of diverse talents and backgrounds to ensure a range of perspectives and experiences inform and guide our work of financing affordable housing in the state of Illinois.

Who we are: The Illinois Housing Development Authority (IHDA) is one of the Nation's preeminent Housing Finance Agencies and one of the State's ten largest financial institutions. Our mission is to finance the creation and preservation of affordable housing across the state. IHDA oversees more than 20 federal and state programs on behalf of the state of Illinois and serves as one of the state's primary resources for housing policy and program administration. For over 50 years, IHDA has led the state in financing and supporting affordable housing.

Summary: The Director of Reporting, Internal Controls and Enterprise Utilities has primary responsible for managing the Financial Reporting and Enterprise Utilities functions for the Authority. The incumbent will also have direct responsibility for the Internal Controls environment, working to ensure adherence to internal control frameworks and compliance with audit and regulatory requirements.
This role will interface with the Controller, Deputy CFO, CFO and others in Leadership to deliver financial results across funds and structures, as well as coordinate year-end financial statements and audit processes. The incumbent will act as a financial compliance gatekeeper, driving proactive risk mitigation, financial transparency, and continuous improvement within the organization's financial control environment.

Essential Functions:

Financial Reporting:

- Direct the preparation of timely, accurate and insightful financial reporting packages for Authority Executives, Leadership Team and the Board of Directors
- Oversee the development of financial statements across the Authority's funds and structures, to include variance, trend and other analyses
- Manage the internal and external audit processes to include completion of the Authority's Annual Comprehensive Financial Report, responses to audit inquiries and resolution of audit findings
- Plan, direct, coordinate and review work performed by staff; develop and utilize tools and methods to monitor work products to drive a culture of continuous improvement and deliver a premium level work product
- Keep abreast of ongoing changes to accounting and reporting principles, including interpretation and actions necessary to accurately report financial results

Internal Controls:

- Continuously assess and strengthen internal controls to ensure financial data accuracy, operational efficiency and risk mitigation
- Proactively identify compliance risks across financial processes, taking action to mitigate vulnerabilities related to non-compliance
- Develop/implement/manage a Risk Control Self-Assessment ("RCSA") / Managers Control Assessment ("MCA") framework for the Accounting function
- Develop/implement/manage Balance Sheet Control ("BSC") processes and procedures, including standards for balance sheet reconciliations and account aging(s)
- Proactively identify compliance risks across financial processes, taking action to mitigate vulnerabilities related to non-compliance

- Create, implement and keep updated appropriate policies, procedures and processes to enhance the Authority's internal control environment

Enterprise Utilities

- Direct the accounts payable and accounts receivable functions, ensuring best-in-class customer support across the Authority.
- Develop and institute metrics and key performance indicators to monitor performance of activities against performance benchmarks, including identifying opportunities to drive process improvements and efficiencies.
- Manage the Authority's third party, co-sourced accounting team including vendor oversight, compliance with service level agreement(s), and overall quality and performance of work product
- Collaborate, communicate and align with Director of Accounting to ensure a cohesive operating model across accounting functions

Leadership

- Assigns, supervises, and reviews the work of direct reports, staff and co-sourced vendors.
- Develops individual and team goals, sets standards and conducts staff performance evaluations.
- Drives Strategic Financial Initiatives: Leads the implementation of financial reporting and control initiatives aligned with organizational goals, ensuring robust compliance and operational efficiency across accounting functions.
- Fosters a Culture of Continuous Improvement: Promotes financial integrity and accountability by developing frameworks that support ongoing process improvements and risk mitigation strategies across reporting, controls, and enterprise utilities.
- Conducts and coordinates staff training and development.

Additional Duties and Responsibilities

- Serve as a liaison between the accounting department and regulatory bodies, ensuring clear communication and adherence to all relevant financial and audit standards.
- Support cross-functional teams by ensuring compliance considerations are integrated into all new initiatives, projects, and system implementations
- This position will have the opportunity to be involved in cross functional projects and other activities that will drive the Authority forward in an efficient manner. This will include other duties as assigned by Accounting and Finance leadership.

Education and Experience Requirements:

Education:

- Bachelor's degree in Accounting, Finance, or a related field (Master's preferred)

Experience:

- 8-10 years of experience in accounting/controllership, including internal controls and audit management
- Direct experience leading complex financial reporting activities, including consolidation of financial results across entities, funds or other structures
- Intellectual curiosity and problem-solving abilities
- Strong interpersonal skills with an ability to work well with others and build relationships
- Proficiency with Microsoft Office products, including expert-level Microsoft Excel abilities
- Expertise with general ledger, reporting and/or other financial ERP systems (e.g., Oracle Fusion, EPM, SmartView etc.)
- Demonstratable knowledge of audit practices and regulatory frameworks
- An ability to translate complex information and concepts into practical use

Physical Requirements: Alternating between sitting, standing, and walking. Ascending and descending stairs. Crouching and stooping. Pushing and pulling. Reaching overhead or below. Repetitive task movements (filing, keyboarding, copying). Lifting, carrying, and moving objects of up to 10 -15 pounds.

What we Offer:

- Paid time off, plus paid holidays
- Currently in a hybrid work arrangement, but candidates must reside in Illinois at time of hire
- Medical/dental/vision/life insurance plans
- Short/long term disability
- Tuition reimbursement
- Flex spending
- 401K plan – immediate vesting
- IHDA employees may be eligible for federal loan forgiveness programs
- Salary range: $156,708.58 - $195,885.72

Must be a resident of Illinois or willing to relocate. Flexible scheduling is available, upon completion of a six-month probationary period.

To apply, submit resume to:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=ee890b7a-c9a4-4880-b61b-79abf60f096e&ccId=19000101_000001&jobId=522182&source=CC2&lang=en_US

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