Staff Accountant

Location: Hybrid — Towson, MD / Remote
Schedule: Monday–Friday, flexible hours; in-office Wednesdays and Thursdays
Reports to: Accounting Manager
Salary Range: $65,000–$75,000

Support the accounting work behind SFA's work with schools

At Success for All Foundation, we partner with schools to improve reading results across the whole school. Our model combines evidence-based literacy curriculum with the schoolwide systems, coaching, tutoring, and support that help strong instruction happen consistently across classrooms.

Behind that work is a finance and accounting team that helps SFA steward resources well and keep daily operations moving. We are looking for a Staff Accountant who is organized, detail-oriented, collaborative, and motivated by work that supports schools, educators, and students.

In this role, you'll help maintain accurate financial records, support close processes, prepare reconciliations, assist with reporting and audits, and collaborate with colleagues across the organization. This is a strong opportunity for someone who enjoys both precision and purpose: the details matter here because they help us serve schools well.

You'll join a thoughtful, experienced, and mission-driven team that values clear communication, steady follow-through, and careful work.

What you'll do

Accounting and close support

- Prepare and post journal entries and help maintain the general ledger.
- Support month-end, quarter-end, and year-end close processes.
- Perform account reconciliations and investigate discrepancies.
- Help ensure accounting records are accurate, complete, and well documented.
- Support accounts payable and accounts receivable functions as needed.

Reporting, analysis, and compliance

- Assist with the preparation of financial statements and internal reports.
- Analyze financial data and support variance analysis.
- Help ensure compliance with GAAP, internal controls, and organizational policies.
- Support audit processes by preparing documentation and responding to requests.
- Complete state annual reports, registrations, and other tax and business filings.

Cross-functional support and process improvement

- Assist with inventory-related transaction reconciliation as needed.
- Collaborate with colleagues across departments to support accounting operations.
- Help identify ways to strengthen processes, improve documentation, and increase efficiency.
- Perform other accounting, financial, or administrative tasks as needed.

What success looks like in this role

In this role, success means financial records are accurate, close processes are well supported, and colleagues can rely on clear, timely information from the accounting team. You help resolve discrepancies, strengthen documentation, and support the careful stewardship of SFA's resources.

What you bring

- Bachelor's degree in Accounting, Finance, or a related field required
- 3–4 years of accounting experience
- Strong understanding of US GAAP
- Strong analytical and organizational skills
- High attention to detail and accuracy
- Ability to manage and prioritize work independently while balancing multiple tasks
- Strong communication skills and the ability to collaborate across departments
- Strong Excel skills, including PivotTables, VLOOKUP, and SUMIF
- Experience with Certinia Financial Management or similar platforms is a plus

What we offer

- Hybrid work environment, with in-office presence in Towson, MD on Wednesdays and Thursdays
- Paid time off
- Medical, dental, and vision insurance
- Life and disability insurance
- 403(b) retirement plan
- Flexible schedule
- A dedicated, skilled, and mission-driven team
- Meaningful work that supports schools, educators, and students

Success for All Foundation is proud to be an equal opportunity employer. We value a diverse workforce and are committed to creating an inclusive environment for all employees.