



## **JOB POSTING**

### **REGULATORY ACCOUNTANT**

**COMPANY:** Sierra Telephone

**DEPARTMENT:** Regulatory

**FLSA STATUS:** Non-Exempt

**REPORTS TO:** Regulatory Manager

**LOCATION:** Oakhurst

**DEADLINE** May 24, 2019

**HOURS:** Full-time work schedule: 8:00 a.m. to 5:00 p.m., Monday through Friday. This position may be required to work overtime as needed.

**NUMBER OF POSITIONS TO BE FILLED:** One

### **GENERAL SUMMARY**

This position is responsible to research and analyze regulatory changes and perform related tasks such as; accounting functions, tariff preparation or modification, procedures development and maintenance, complex price quote preparation, rate development, and preparation of data request responses. The position will interface with the California Public Utilities Commission (CPUC), Federal Communications Commission (FCC), telecommunications carriers, emergency service agencies, and other third parties regarding regulatory, accounting, billing, operational, and customer issues. All job responsibilities must be performed in accordance with established deadlines.

### **ESSENTIAL JOB FUNCTIONS**

- ◆ Research, analyze, plan, and coordinate the implementation of Company compliance with regulatory changes.
- ◆ Prepare tariffs and tariff modifications as needed to reflect policy and/or regulatory changes, accurately using specific formats, numbering, and coding procedures.
- ◆ Collect information from billing and accounting systems and utilize data to respond to regulatory data requests and audits.
- ◆ Prepare and file reports as required by regulatory agencies and auditors.

NOTE: These statements are intended to describe the general nature and level of work being performed by employees in this position, and are not to be construed as an exhaustive list. In addition, they do not establish an employment contract, as employment with Sierra Tel is always at-will.

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- ◆ Develop and update rates, pricing, department procedures, and support information for new and modified products and services.
  - ~ Provide clarification and assistance to other departments in preparing complex price quotations.
  - ~ Prepare Company training materials related to new products, services, tariffs, or policy changes.
  - ~ Make recommendations to other departments and assist in implementing new products, services, and public policy program participation.
- ◆ Perform complex calculations using Microsoft Excel, or other software, to precisely determine credit or debit amounts, based on various public policy program guidelines. Accurately adjust billing system and accounting records to reflect program credits or debits in an auditable manner.
- ◆ Utilize all available resources to maintain up-to-date knowledge of interstate and intrastate regulatory issues and tariffs, including tariff activity of other companies.
- ◆ Compile data for accounting analysis and compose, proofread, edit, and print memos, requisitions, correspondence, and other department documents in an accurate and timely manner.
- ◆ Regular and predictable on-site job attendance is an essential function of the job.

## OTHER RELATED JOB FUNCTIONS

- ◆ Travel to attend meetings and seminars as requested.
- ◆ Conduct verbal presentations and preside over meetings.
- ◆ May be required to take on the responsibility of new or ongoing project administration, including projects directly involving customers, outside agencies, vendors, and other groups.
- ◆ Perform other duties as needed.

## QUALIFICATIONS

### Education and/or Experience

- ◆ Four-year degree from an accredited college; or
- ◆ Associate degree or equivalent from a two-year college or Technical school preferred.
- ◆ Two years related telecommunications experience in a regulatory environment and/or training, or equivalent combination of education and experience.

### Certificates, Licenses, Registrations

- ◆ Must have a valid Class C California driver's license with a minimum of three years of driving experience.
  - ~ Driving experience must have occurred after having passed a traffic laws and signs test.
  - ~ If relocating to California from another state or country, must have, at a minimum, a valid driver's license issued by the home state equivalent to a California Class C. The employee will be required to obtain a California driver's license within ten days.
  - ~ Must be insurable via the Company's standard auto insurance policy procedures.

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### Knowledge, Skills, and Abilities

- ◆ Knowledge of
  - ~ Company policies, procedures, products, and services.
  - ~ Industry regulations related to telecommunications preferred.
  - ~ Federal Communications Commission (FCC) and California Public Utilities Commission (CPUC) regulatory requirements, rates, taxes, surcharges, tariffs, rules, and policies associated with provision of services.
- ◆ Skill to
  - ~ Effectively communicate with coworkers and outside agencies verbally and in writing.
  - ~ Proficiently use software programs including Microsoft Word, Excel, Outlook, relational databases and other productivity software.
  - ~ Proficiently read, comprehend, and retain information on a professional level.
  - ~ Proficiently and accurately compose written communications, reports, and documentation.
  - ~ Perform accurate, efficient keyboarding/typing/calculator operations.
  - ~ Perform basic and complex math calculations.
  - ~ Analyze data and operational reports.
- ◆ Ability to
  - ~ Maintain the highest degree of confidentiality regarding customer and Company information.
  - ~ Maintain awareness of and adhere to established deadlines.
  - ~ Solve complex analytical challenges, independently analyze information, and make recommendations based on analysis.
  - ~ Respond to technical questions and provide useful information in a clear, understandable manner.
  - ~ Adapt to changes in procedures and responsibilities.
  - ~ Project a professional image in conduct, attire, grooming, and manner of speech.
  - ~ Maintain information and files in a neat, organized manner.
  - ~ Maintain a high level of accuracy and attention to detail.
  - ~ Follow instructions completely and accurately.
  - ~ Plan and organize multiple tasks and projects under deadline pressure.
  - ~ Effectively handle multiple, potentially conflicting, situations.
  - ~ Travel when required.

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## PHYSICAL REQUIREMENTS

The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

	0 – 24%	25 – 49%	50 – 74%	75 – 100%
<b>Seeing:</b> must be able to read a computer screen and paper documents.				X
<b>Hearing:</b> must be able to hear well enough to communicate in person and over the telephone with customers, coworkers, and industry contacts.				X
<b>Standing/Walking</b>		X		
<b>Climbing/Stooping/Kneeling</b>	X			
<b>Lifting/Pulling/Pushing</b>	X			
<b>Fingering/Grasping/Feeling:</b> must be able to write, type, and use phone system.				X

- ◆ Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.
- ◆ The employee must occasionally lift and/or move up to 25 pounds.

## SAFETY COMPLIANCE

Safety is an integral part of our business and the responsibility for safety extends to every employee. Your responsibility toward safety at the workplace includes, but is not limited to:

- ◆ Proactive involvement in the Company's Safety Program, including compliance with all rules and regulations.
- ◆ Use safe work practices while performing all duties.

## WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- ◆ The position functions indoors in a controlled office environment.
- ◆ The noise level in the work environment is usually moderate.

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## APPLICATION INSTRUCTIONS

Please complete the Application for Employment form below. Entries outlined with a red box are required. Save the form on your computer and attach it to an email addressed to [careers@sierratel.com](mailto:careers@sierratel.com). (A link is provided on the Employment page next to the job title.) It is preferable to include a resume and cover letter with the application.

For questions or additional information, you are welcome to call 559-642-0200.

Deadline to apply  
May 24, 2019  
[www.sierratel.com/employment](http://www.sierratel.com/employment)

This institution is an equal opportunity provider and employer.

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## APPLICATION FOR EMPLOYMENT

PLEASE COMPLETE THIS APPLICATION YOURSELF, GIVING ANSWERS TO THE QUESTIONS WHICH APPLY TO YOU.

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_ Contact Telephone \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Telephone \_\_\_\_\_

How long have you lived at current address Years \_\_\_\_\_ Months \_\_\_\_\_ Have you previously worked for our company  Yes  No

Position applied for \_\_\_\_\_ Have you previously applied with our company  Yes  No

Email Address \_\_\_\_\_ Date available to start \_\_\_\_\_

Do you have any relatives currently employed by our company?  Yes  No Name \_\_\_\_\_

Do you wish to work:  Full Time;  Part time? If part time, hours or days \_\_\_\_\_

Have you ever held this position or done this kind of work before?  Yes  No

How did you hear about this position? \_\_\_\_\_

### Record of Employment

**PRESENT (OR MOST RECENT) EMPLOYER:** May we contact your present employer about this application? \_\_\_\_\_

Company \_\_\_\_\_ Type of Business \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

WHEN YOU STARTED	CURRENTLY OR WHEN YOU LEFT	NAME OF LAST SUPERVISOR
Date _____	Date _____	_____
Description of job _____ _____ _____	Description of job _____ _____ _____	Title _____ Reason for leaving _____ _____

**PREVIOUS EMPLOYER**

Company \_\_\_\_\_ Type of Business \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

WHEN YOU STARTED	CURRENTLY OR WHEN YOU LEFT	NAME OF LAST SUPERVISOR
Date _____	Date _____	_____
Description of job _____ _____ _____	Description of job _____ _____ _____	Title _____ Reason for leaving _____ _____

**PREVIOUS EMPLOYER**

Company \_\_\_\_\_ Type of Business \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

WHEN YOU STARTED	CURRENTLY OR WHEN YOU LEFT	NAME OF LAST SUPERVISOR
Date _____	Date _____	_____
Description of job _____ _____ _____	Description of job _____ _____ _____	Title _____ Reason for leaving _____ _____

**If More Than Two Previous Employers, List Others Here**

Employment Dates From To	Company and City/State	Position or Type of Work	Reason for Leaving

**Education or Training Experience**

School	Name of School	City, State	Major Course or Subject	Did you Graduate? Degree?
High School				
College or University				

**Special Skills, Licenses, or Certifications**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Motor Vehicle Record**

Do you currently hold a valid Drivers License? <input type="checkbox"/> Yes <input type="checkbox"/> No State _____ Class _____
License Number _____ Date Expires _____ Restrictions _____

**List three business/work references. Do not list relatives, your current supervisor, or previous supervisors.**

Name	Address, City, State	Relationship/Years Known	Phone/E-mail

**Have we missed something important?**

Please use the space below to inform us of any special activity, awards, or other information that may help us to understand your skills and abilities for this job.

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WE ARE AN EQUAL OPPORTUNITY EMPLOYER. It is the Company's policy (and required by state and federal law) to provide equal opportunity to all persons without regard to race, color, religion, sex, pregnancy, marital or domestic partner status, sexual orientation, gender identity or expression, age, ancestry, national origin, disability, genetic information, or medical condition, as defined in state and federal laws. This policy covers all aspects of employment, including, but not limited to, recruitment, selection, training, promotion, transfer, compensation, demotion, and termination. Persons denied employment based on above conditions may file a complaint with our Company and/or with state or federal authorities.

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**APPLICANT’S STATEMENT**

I certify that the information in this application and any attachments are true and complete to the best of my knowledge, and I agree to have these statements verified by the Company. I understand that any misrepresentation or material omission may result in my failure to receive an offer or, if I am hired, in my termination.

I authorize my references and supervisors, and other representatives of any former employer to provide information concerning my previous employment, including responding to verbal or written inquiries from the Company or its affiliates regarding all my employment records, including, but not limited to, work performance, disciplinary records, reliability, reasons for terminating my employment, and any incidents of dishonesty, insubordination, violence, and/or unsafe, harmful or threatening behavior, including information based upon materials in my personnel files. I release all parties, including former employers and their representatives, and the Company, from any and all liability for damages that may result from the furnishing of such information, as well as from the use of or disclosure of such information by the Company or its agents.

I UNDERSTAND AND AGREE THAT MY EMPLOYMENT CAN BE TERMINATED AT WILL, WITH OR WITHOUT CAUSE, AND WITHOUT NOTICE, AT ANY TIME, EITHER AT MY OPTION OR AT THE OPTION OF THE COMPANY.

I understand that no representative of the Company or its affiliates, other than the President or Vice President Operations, has the authority to agree to the contrary. Further, the President or Vice President Operations may not alter the at-will nature of the employment unless done so specifically in writing, signed by both the President or Vice President Operations and me.

I understand that I am required to abide by all policies, rules and regulations of the employer.

I understand that all offers of employment are conditioned on my providing satisfactory proof of my identity and legal right to work in the United States.

I understand that in connection with the application process Sierra Telephone or Sierra Cellular may request information from a "Consumer Reporting Agency."

Applicant’s Name \_\_\_\_\_ Date \_\_\_\_\_  
(Print)

Applicant’s Signature \_\_\_\_\_

By checking this box, I acknowledge that I have carefully read and understand the above **Applicant’s Statement**. I expressly agree that this acknowledgement may be provided by electronic means pursuant to the Uniform Electronic Transactions act (UETA) for the Electronic Signatures in Global and National Commerce Act (E-SIGN).