



The Pennybacker Company

ACCOUNTANT (Full-time)

Role Description

About the Firm

For more than 30 years, The Pennybacker Company has helped progressive small business owners and innovative entrepreneurs turn financial data into meaningful business insight.

We provide accounting, analytics, and advisory services that support better decision-making and stronger companies. Our team works closely with clients to deliver clear, actionable financial intelligence—so they can focus on what matters most: their people, products, and customers.

We value technical excellence, thoughtful collaboration, and professionals who take pride in delivering exceptional client service.

The Opportunity

We are seeking an experienced Accountant to join our team. This role offers the opportunity to work directly with business owners across a variety of industries while building deep expertise across the full accounting cycle.

Our Accountants play a central role in client engagements—overseeing transaction processes, preparing financial reporting, and translating financial data into insights that support better business decisions. You will work across key accounting areas including payables, revenue, payroll, inventory, general ledger, reporting, and banking operations.

This role includes structured mentorship and training designed to develop advanced analytical and controllership capabilities.

Key Responsibilities

- Oversee controls-based transaction processing performed by staff

- Prepare reconciliations, schedules, and supporting documentation for financial reporting
- Record and review complex journal entries
- Support the preparation of accurate and timely financial statements
- Serve as a primary point of contact for assigned client engagements
- Communicate financial insights clearly to clients and internal team members
- Contribute to process improvements that increase accuracy and efficiency

Qualifications

- 6+ years of professional accounting experience
- Bachelor's degree in Accounting or Finance
- Experience with QuickBooks
- Advanced Excel skills
- Strong understanding of accrual accounting and financial reporting
- Ability to analyze transactions and assess their impact on financial performance
- Excellent communication and client relationship skills
- Commitment to professional, responsive client service
- Professional references verifying credentials and experience
- Authorization to work permanently in the United States

Compensation

This position has an anticipated salary range of **\$50,000–\$65,000 per year**. Actual compensation will be determined based on a variety of factors, including relevant experience, skills, education, and internal equity.

Additional Information

This role is **onsite in Northwest Austin, Texas**, and **relocation assistance is not provided**. Candidates should be local to the area or willing to self-relocate.

What Success Looks Like in This Role

Within the first 12 months, you will:

- Own several client engagements and serve as the primary accounting contact
- Consistently deliver accurate, timely financial reporting
- Identify and implement improvements in accounting processes or reporting for at least one client
- Demonstrate strong, professional communication with clients and internal team members

Why Professionals Join Our Firm

- Direct interaction with business owners and decision-makers
- Exposure to multiple industries and business models
- Opportunities to build controllership-level expertise
- A collaborative team environment focused on professional growth
- Work that emphasizes analysis and insight—not just compliance

How to Apply

Interested applicants should submit a resume and cover letter through our careers site at pennybackercompany.com/cv-submission.

The Pennybacker Company is an equal opportunity employer and does not discriminate on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation, veteran status, or any classification protected by applicable law.

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