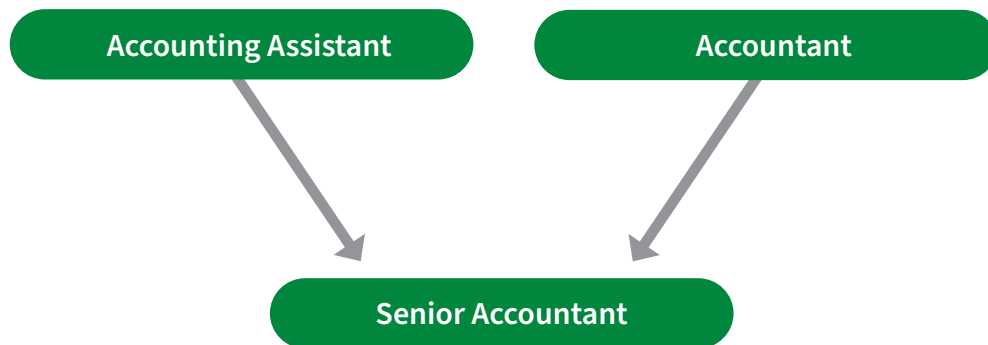


## ACCOUNTING CAREER PIPELINE

The **Accounting** pathway provides a direct, supportive route to becoming a Senior Accountant or advancing towards a leadership role, empowering professionals to enhance financial expertise and strategic impact. Aspirus supports career advancement through personal development, advanced certifications, and specialized roles.

### Accounting Pathway



#### Leadership and Operations

Accounting professionals can advance into leadership and administrative roles, progressing through supervisory, managerial, director, and executive positions while expanding their expertise and influence.

## Accounting Assistant

The Accounting Assistant keeps clear and accurate financial records. They handle the general ledger, pay bills, record incoming payments and deposits, process reimbursements, track fixed assets, and support other related tasks.

**Education/Training:** Knowledge of accounting standards normally acquired through completion of a high school diploma or GED.

**Requirements/Experience:** Previous experience in bookkeeping and business office procedures.

## Accountant

The Accountant sets and follows clear accounting rules and principles. They advise leaders by reviewing financial work and helping improve policies and practices to align with the organization's mission.

**Education/Training:** Knowledge of accounting standards and practices normally acquired through completion of a bachelor's degree in accounting, finance or related area.

**Requirements/Experience:** Minimum of three years financial management beneficial. Supervisory experience beneficial. CPA license beneficial.

## Senior Accountant

The Senior Accountant reviews financial activities and gives guidance on improving policies and processes. They also work with teams to recommend future improvements and help ensure all work follows the organization's mission and standards.

**Education/Training:** Knowledge of accounting standards and practices normally acquired through completion of a bachelor's degree in accounting, finance or related area.

**Requirements/Experience:** Minimum of three years financial management beneficial. Supervisory experience beneficial. CPA license beneficial.