



About Us

Founded in 2004, we are an accounting advisory firm that is owner operated focused on assisting our clients with accounting and financial reporting matters.

- ❖ **Advisory only - no audits or tax**
- ❖ Assist public and private companies with bandwidth or skillset needs to address financial reporting and compliance objectives.
- ❖ Exposure to a nationwide client base of large and high growth businesses in a variety of industries
- ❖ #1 advisory practice in Arizona = tremendous job security

Our Positions

- ❖ Senior consultant: 3+ years public accounting*
- ❖ Manager: 5+ years public accounting*
- ❖ Senior manager: 8+ years public accounting*

**A mix of public and private experience is also welcome, with relevant private experience being factored into the years of prior experience.*

Our Expertise

Developing our people to be well rounded accountants in the areas of:

- ❖ Technical Accounting / Critical Issue Analysis
- ❖ Controllership and Corporate Accounting
- ❖ SEC Compliance
- ❖ Pre-Audit and IPO Readiness
- ❖ Sarbanes Oxley and Internal Controls

Our People

- ❖ Began career in audit practice (usually in top 7 firm)
- ❖ Some have corporate or advisory experience but not required
- ❖ Avg experience 10 years
- ❖ Maintain varied work schedules depending on whether priority is total compensation vs. work-life balance

The R&M Difference

- ❖ Intrinsically satisfying work
 - Clients love us – we reduce their workload and stress
 - Variety of projects leads to an exciting and busy workweek
 - Focus on the challenging parts of accounting, not the mundane
- ❖ Competitive compensation & benefits
 - No overtime requirement (40 hour work week)
 - Time and a half for overtime
 - Above market raises (>5%)
 - Competitive benefits
- ❖ Career stewardship
 - Structured processes and proven methodologies = rapid personal development
 - Exposure to a variety of projects will make you a more experienced, well-rounded professional
 - Our brand has a strong reputation in the marketplace for developing future leaders
- ❖ Culture
 - Collaborative, energetic, flexible, happy, nonbureaucratic, calm
 - Committed to deadlines and excellence while reducing stress through careful planning and strategic client selection
 - Surrounded by A level talent

Our Next Hire

We are actively looking for our next set of full-time hires. They should have a strong desire to work on a variety of projects while demonstrating great client service. They should possess a positive attitude, strong communication skills, be energetic and outgoing, and committed to live up to the reputation of the firm. They should enjoy being client facing and confident enough to tackle the clients most pressing and complex issues, while being supported and nurtured by intelligent and respected leaders in our field.