



California

Level	Base Salary	Average Incentive Compensation (% of base)	Total Compensation Range
Director Xcelerator	\$90,000 - \$150,000	45%	\$130,500 - \$217,500

Read more about Siegfried's [Total Compensation Philosophy](#).

Director Xcelerator / Associate Directors:

- Bachelor's degree with major or concentration in Accounting or related field
- A minimum of five years in a public accounting role, preferred
- Embrace the role and partnership, learning and sharing with others, and understanding the value of the National Market Sales Team Mentor (Managing Director/Director)/Mentee (Managing Director/Director/Associate Director) Program
- Passion and aptitude for developing & maintaining compelling connections
- Demonstrates tenacity to secure meetings with relevant people, and become compelling and relevant in a way that has key relationships willing to engage with you again
- Strong networker, including participation in professional & personal networking associations
- Strong intangibles aligning with our High Performance Model®
- Strong values aligned with our Culture (Fairness, Honesty, Trustworthy, Respectful, Flexible, Strong Work Ethic)
- Faithful Courage: a willingness and flexibility to do something very new and a desire to learn how to engage with others in a powerful manner
- Ability to thrive in a fast-paced, growth-oriented environment with a high energy level
- Ability to work in a collaborative, entrepreneurial environment with demanding and high-quality expectations
- Excellent interpersonal skills, strong oral and written communication skills, and exceptional listening skills
- Team player with a strong desire to be an active, long-term participant in the overall growth of the Firm
- Entrepreneurial spirit and commitment to Firm's vision
- Self-Starter with a growth mindset
- Strong organizational skills and high follow-through
- Ability and willingness to travel and attend in-person trainings, Firm meetings, and other meetings as needed. Averages 3-6 times per year after first year of intensive training where 12 + times are required
- Must live within the contiguous U.S.
- Must live proximal to Siegfried office
- Ability and willingness to work a minimum of 48-52 hours per week, on average
- Must be willing to attend approximately 1-2 networking, client dinner, or market events per week
- Ability and willingness to work in a Siegfried office as required for an average of four days per week in accordance with Siegfried's then current policy. (This requirement is subject to change at the discretion of management)