Manager, Technical Accounting & Policies

Reports to Director, Technical Accounting & Policies · Rosslyn, VA (Hybrid)

Overview

Graham Holdings Company (NYSE: GHC) is a diversified holding company with operations across education, media, healthcare, manufacturing, automotive retail, and other industries. Refer to the Company website for additional information.

Graham Holdings is seeking a Manager, Technical Accounting & Policies to join the Corporate Office technical accounting and policies team. The role serves as a key subject matter expert on U.S. GAAP for the company and its business units — researching and interpreting accounting guidance, evaluating non-routine transactions, authoring technical memoranda, and maintaining the corporate accounting policies applied across our portfolio of businesses.

Because Graham Holdings acquires, operates, and periodically divests businesses across an unusually wide range of industries and geographies, the questions that reach this role are varied and substantive: revenue recognition, leases, business combinations, stock compensation, goodwill and intangible asset impairment, fair value, and certain aspects of derivatives, among others. You will work regularly with finance and accounting leadership at the business units, other corporate departments (tax, treasury, human resources), outside consultants, and our external auditors — translating complex technical conclusions into clear, actionable guidance for executive leadership and non-accounting stakeholders.

The role suits a CPA with a strong technical foundation who wants ownership of accounting conclusions and direct exposure to senior management, the business units, and the external auditors.

Key Responsibilities

Primary Functions

- Research technical accounting matters, interpret new accounting literature, evaluate the implications for the company, and operationalize the resulting guidance.
- Support the accounting analysis for special projects, including acquisitions and dispositions, from initial evaluation through external audit review.
- Prepare valuations and evaluate valuations prepared by third parties.
- Support interim and annual goodwill and intangible asset impairment analyses.
- Maintain company-wide lease and stock compensation records, and the related accounting.
- Prepare assigned disclosures for reports filed with the SEC, including business combinations, revenue, stock compensation, and earnings per share.
- Draft the company's accounting policies and keep them current as guidance evolves.
- Build trusted advisory relationships with finance and accounting leadership at the

business units, and serve as an early point of contact for their technical questions.
- Partner with internal and external auditors, consultants, and other corporate departments to support review of the company's technical positions.

Qualifications

Required

- Bachelor's degree in accounting.
- Active CPA license.
- Minimum of 6+ years of progressive financial and accounting related work experience, including public accounting experience.
- Strong knowledge of U.S. GAAP and SEC reporting requirements, including complex areas such as revenue recognition, leases, asset impairment analyses and business combinations.
- Strong interest in technical accounting matters.
- Strong analytical, research, and problem-solving skills, with close attention to detail.
- Excellent written, verbal, and interpersonal communication skills, including the ability to explain technical conclusions to non-accountants.
- Ability to work independently within a team, meet recurring deadlines, and manage multiple concurrent priorities.
- Advanced Excel skills and proficiency across the broader Microsoft Office suite.

Preferred

- Strong preference for public accounting experience with a Big Four accounting firm.
- Familiarity with data analysis and visualization tools such as Power BI, Alteryx, or Tableau.
- Experience applying AI tools to improve or redesign accounting workflows, with measurable gains in efficiency or quality.
- A working understanding of responsible AI practices, including risk assessment, bias mitigation, and review of output for quality and accuracy.

Logistics & Expectations

- Location: This hybrid role is based in our Rosslyn, VA corporate headquarters, with in-office presence required on an ad-hoc or as-requested basis for key team meetings, collaborative sessions, or company events. Candidates should live within a reasonable commuting distance to attend when needed.
- Compensation: $130,000 – $175,000 base and a comprehensive benefits package. Leveling will reflect depth of experience.

People and Culture

Graham Holdings is committed to being an exceptional place to work — one built on inclusion, fairness, and mutual respect. We hold ourselves to the highest ethical and professional standards and are dedicated to hiring and developing talented people from all backgrounds.

Benefits

We offer a comprehensive benefits package designed to support you at every stage of your career and life. Graham Holdings offers standout retirement benefits — a 401(k) plan plus a pension with company pension contributions starting at 8% and growing to 10% with tenure. Beyond that: 4 weeks of vacation to start, paid transportation, family leave, short- and long-term disability, and $5,000 in adoption assistance.

We also offer $5,250/year in tuition assistance plus tuition discounts, a choice of 3 medical plans, 2 dental plans, vision coverage, life and accident insurance, FSA/HSA accounts, a legal plan, and employee discounts.

For consideration, please send resume and salary requirements to careers@ghco.com.

Graham Holdings Company is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity/assignment, disability, genetic information, marital status, national origin, pregnancy, or maternity status, protected veteran status, or any other legally protected basis, in accordance with federal, state, and local applicable law. We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the process. Please contact us to request accommodation.

The wage range for this role considers various factors used in making compensation decisions, including but not limited to skill sets, experience, training, licensure, certifications, and other business and organizational needs. It is not typical for an individual to be hired at or near the top of the range for their role, and compensation decisions are dependent on the specifics of each individual situation. A good-faith reasonable estimate of the current range is $130,000 to $175,000.