



JOB DESCRIPTION

Job Title: Collection Specialist **FLSA:** Non-Exempt

Reports to: Debt Recovery Department Head

Summary: A member of debt recovery practice group responsible for collection of unpaid monies through use of telephonic settlement negotiations and payment arrangements pursuant to client guidelines.

Essential Responsibilities:

- Making collection calls and communicating via email under pre-established client guidelines in an attempt to negotiate payment plans or recover balance in full.
- Review accounts in case management system, and/or any other office systems for the purpose of prioritization of calls, organization of accounts, and determination of the collection strategy that will be used.
- Document in case management system any conversation or transaction that occurs with any party authorized to discuss the account.
- Obtain and confirm information necessary for collection proceedings such as employment information and bank account information.
- Follow-up functions that may be necessary in the continued attempt to collect the debt.
- Communicating daily with supervisor any issues of significance for department and any issues or new ideas for discussion in collection department meetings.
- Skip tracing for location information and asset searches as needed.
- Assist owners who come to the office to make payments.
- Consistent and on-time attendance is required.

Qualifications and Skills:

- High school graduate or GED. Some college preferred.
- 2 years (3-5 preferred) experience as collector in collections or asset recovery practice.
- Experience making and receiving high volume of calls to negotiate debt settlements.
- Working knowledge and understanding of FDCPA and other collections laws.
- Strong problem solving skills, effective analytical, organizational and communication skills, with attention to detail and demonstrated ability to follow management directives, policies and procedures, and any organizational changes.
- Ability to communicate in person and by email in a professional/effective manner.
- Ability to follow and maintain strict compliance to office confidentiality, proprietary, discretionary policy, and cash handling policy under written agreement.
- Strong computer skills including: Outlook, Word and Excel. Case management a plus.
- English Proficiency – speaking, reading, and writing.

ADA:

- Must be able to remain in a stationary position for long periods of time.
- Must be able to focus on a computer screen for multiple hours at a time.
- Must have the ability to speak and hear clearly.
- Must be able to lift in excess of ten pounds.

Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.

BENEFITS:

Benefits are provided to full-time employees as more fully described in summary plan descriptions for our various benefit plans. For more information or to obtain current summary plan descriptions, contact the Chief Operating Officer. The Firm reserves the right to modify or eliminate benefits at its discretion, with or without notice. Benefits currently offered include, but are not limited to:

- Medical insurance
- Health Savings Account
- Dental insurance
- Vision insurance
- Short-term disability insurance
- Long-term disability insurance
- Life insurance
- AD&D insurance
- 401(k) with employer contribution
- Profit-sharing plan

SALARY RANGE:

Employee salaries are reviewed annually by Management. Salary adjustments are effective January of each year or at other such time as determined by the Firm. Employees are eligible for meritorious bonus consideration which timing and amounts are at the discretion of Management. This is a non-exempt, hourly-paid position with a base compensation range of \$40,000-\$60,000 per annum.