



Our client is an international development and real estate Company specializing in integrated resort destinations. They are developing a luxury integrated resort and entertainment destination offering guests a premier hospitality experience in Vietnam.

They are seeking a high calibre candidate for Financial Controller position who will be responsible for all accounting and financial controls for the project with total investment of billions USD in Vietnam:

FINANCIAL CONTROLLER
(Based location: Ho Chi Minh City)

The Financial Controller will reports to The President and CFO of Headquarter and administratively, to the General Director of Company.

The Financial Controller will serve as a valuable member of the executive team. This position will build the financial and accounting organization, including implementing head office policies and procedures, and the financial sophistication of the company by demonstrating the importance of these functions in a rapidly growing company.

1. Management

- Provide leadership and coordination in the administrative, business planning, accounting and budgeting effort of the companies.
- Coordinate, and evaluate the financial programs and supporting information systems of the company to include budgeting, forecasting, management reporting, tax planning and conservation of assets.
- Create, approve and coordinate changes and improvements in automated financial and management information systems for the company
- Ensure compliance with local reporting requirements.
- Oversee the approval and processing of revenue, expenditure, and position control documents, department budgets, salary updates, ledger, account maintenance and data entry
- Coordinate the preparation of financial statements, financial reports, special analyses, and information reports for management use.
- Develop and implement finance, accounting, billing and auditing procedures.
- Establish and maintain appropriate internal controls for key business processes.
- Interact with process owners and relevant third parties to provide consultative support to planning initiatives through financial and management information analyses, reports and recommendations.

- Ensure records systems are maintained in accordance with generally accepted auditing standards.
- Develop and direct the implementation of strategic business and/or operational plans, projects, programs, and systems with consultation from head office.
- Analyse cash flow, cost controls, and expenses to guide business leaders. Analyse financial statement to pinpoint potential weak areas.
- Assist in obtaining and maintaining the necessary licenses and expenses and insurance necessary for the company's operations.
- Oversee financial management of subsidiary operations to include developing, financial and budget policies and procedures where appropriate.
- Recruit, train, supervise, and evaluate department staff according to an approved resource plan from head office.

2. Finance

- Responsible for the negotiation with banks and for providing the best bank conditions for loans, letter of credits, depots and other bank related services.
- Optimize capital structure by managing daily cash-flow and working capital.

3. Administration

- Collaborate well with regulatory, banking and governmental parties.
- Review Monthly VAT Reports and all other documents for the Tax Authority or any other Authority related to the Financial Department.

4. Accounting and Finance

- Develop Finance team's skills so all members can partner effectively with other departments.
- Manage the "dashboard", including key operating and financial metrics.
- Provide useful and timely financial reporting, including appropriate weekly, monthly, quarterly and annual reports.
- Analyse financial statements and communicate recommendations to the executive team.
- Oversee the audit process.

5. Planning

- Supervise reporting and discussion of financial and operational performance for line managers
- Supports the line managers with all their reporting information requirements e.g. monthly / quarterly standard / reporting packages
- Leads and drives business decision support including specific initiatives or program support
- Reviews, assess and challenge on actual performance and variances against plan

- Provides leadership role in driving strategic plan process including development of action plans and implementation of tracking procedures
- Provides support for contract reviews and analysis
- Works with Operations in the review of standard costs on a periodic basis
- Establishes performance standards for the team and measures performance
- Oversees mentorship of staff and conducts performance appraisals

7. Reporting

- Responsible for The HQ Reporting as per activities and timelines

Preferred attributes

- Robust understanding of the construction business
- Is able to build / influence lasting relations across the country
- Is future, goal and performance oriented
- Excellent in coaching and development
- Strong English and Vietnamese communication skills (oral, written and listening)
- Demonstrates tenacity and commitment to overcome obstacles
- Approaches change positively
- Attention to detail
- Excellent teamwork

Required key skills (functional/technical)

- Strategic Thinking: Translates strategies into actions; devise meaningful objectives, strategies and plans and win the commitment of staff to act and execute the strategy.
- Visible Leadership: Drive for excellence and take personal accountability for results; act visibly and consistently; behave with integrity and fairness, treat all people with respect and remain composed under pressure; help employees understand roles, responsibilities and goals and hold them accountable in their performance.
- Change Leadership: Understand the need for change; inspire change by projecting a vivid picture for the future that inspires employees to recognised change as an opportunity and take ownership of realisation. Act as catalysts and drivers for change. Develop strategies with clearly defined milestones and bring change projects to successful completion.
- Personal Development: Self motivated; handle resistance, set-back and adversity in a resilient, emotionally mature and self-reliant manner. Recognise own strengths and weaknesses, take responsibility for their own development and career. Work on their development needs and seek insight from others.
- Decision Making and Execution: Make responsible decisions that are based on thorough analysis and facts and take into account the potential long term effects and unintended consequences of their

decisions. Get stakeholder involvement. Drive decisions decisively, realise them on time and take full responsibility for their outcomes and consequences.

- Cross-cultural Communication & Collaboration: Deal sensitively with cultural diversity and leverage the opportunities that diversity provides for high performance. Build lean teams whose members collaborate across processes and boundaries leveraging on diverse strengths to drive high performance. Collaborate locally and globally across silos and matrix structures and develop sustainable networks and relationships.
- Negotiation and Conflict Resolution: Encourages involvement in negotiation; anticipates and prevent conflict and when conflict emerges, listen actively and facilitate understanding, respect differences in people and build compromise and consensus and sustainable outcomes. Recognise problems, analyse then build informed solutions that are implemented without delay.
- Employee Development and Empowerment: Takes ownership for developing, mentoring and coaching employees to build their skills and capabilities; Acknowledge achievements and contributions of employees and celebrate successes. Instill confidences in employees to act responsibly and independently.
- Functional and Technical Competence: Recognised experts for their expertise and interdisciplinary approach to tasks and challenges. Skilled in working in matrix organisations where knowledge and expertise are shared freely. Analyses and solves complex financial processes and problems, with International Finance Reporting. Standards knowledge. Demonstrates significant Finance knowledge and extensive experience.

Required qualifications/experience

- 12+ years experience in broad range of finance related functions with multinational companies
- Accounting degree and recognised finance related professional qualification (CA /CPA / ACCA, etc)
- Experience in managing teams
- Public practice experience in a large and reputable audit firm would be an added advantage.
- Exposure to ERP accounting transactions.

The total remuneration package for this position is the salary USD110- 130k with appropriate and reasonable local benefits.

Qualified candidates are invited to submit your comprehensive resumes directly to mingmai@tiro.com.vn. All applications, preferably received by September 9th, 2010 will be treated with strict confidence. Queries can be directed to:

Ming Mai (Mrs)

Consultant

Tel: +84. 909974849

Tiro Consulting Services JSC

Unit 4, Level 2, Broadway Building D, 152 Nguyen Luong Bang Boulevard
Tan Phu Ward, District 7 Ho Chi Minh City, Vietnam