

Group Consolidation and Financial Reporting Senior Manager

Starting Date: As soon as possible

Contract type: Full-time and open-ended

Salary: 109'500 in Geneva, GBP 72'100 in UK, commensurate with relevant experience and seniority

Location: Geneva (Switzerland) or London (UK)

Application closing date: 4th February 2024

About the Job

We seek an experienced, skilled, and strategically focused Senior Manager responsible for the General Accounting and Consolidation of Better Cotton Switzerland and its group entities. The role will oversee the budget, statutory, management and fiscal reporting. The role requires an individual who enjoys a technically diverse range of finance responsibilities and someone who can work well in a fast-paced, international not-for-profit setting.

In addition to the technical expertise, we require an individual who can manage a diverse team. She/He will provide oversight of the global organisation accounting and must have experience in complex consolidations under Swiss GAAP and should be aware of developments in international standards. This role will also ensure tax compliance for both the Secretariat located in Geneva and the different hubs located in the United Kingdom, Sweden, the Netherlands and other location in the EU.

This role will report to the Director of Finance and Services and will supervise three direct reports in the accounting and budgeting team and motivate all those supporting the processes. This team currently is 8 staff based in Geneva and India. This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefits package.

Your role and responsibilities

We are seeking a motivated Group Consolidation and Financial Reporting Senior Manager to join our Finance Team. In this role, you will be responsible for:

General Accounting and Consolidation:

- Lead process improvements, including ERP automation and efficiency projects, and develop and update required policies.
- Maintain and improve processes, policies, and systems as Better Cotton evolves to ensure efficient, timely, quality data and control.
- Assist in system implementation to ensure accuracy and data integrity.
- Coordinate and manage the month-end and year-end close process, including preparation of journal entries, account reconciliations, and variance analysis.

Budgets / Forecasting, and Managerial Reporting:

- Lead the preparation of the three-year forecasts to support the 2030 Strategy income and spending targets.

- Lead the annual budget process for Better Cotton with the support of the budget and forecasting team.
- Lead all management accounting and financial modelling aspects to deliver managerial reporting for the organisation, improving critical management information's quality, accuracy, and timeliness to drive decision-making.
- Support the Director of Finance in developing the organisational financial KPIs to measure key metrics of organisations' financial efficiency.

Treasury Management:

- Oversee the treasury requirements, the management of currencies, cash flows and the strategies, policies and procedures.
- Implement effective cash flow planning in order to monitor and forecast cash flow to ensure the organisation can harness investment opportunities fully utilising the organisation's resources.
- Review the financial risks for new investment developments for Better Cotton and drive appropriate policies to reduce organisational risk.
- Develop relationships with bankers to support good investment strategies.

Compliance and Statutory Reporting:

- Oversee preparing and reviewing Financial Statements, Management Performance Report and other external financial reporting for the organisation and its subsidiaries. The role will ensure accuracy and compliance with accounting standards and regulations and need to work closely with the External Communications Function.
- Guide the improvements of the financial statements, drafting of notes and all disclosure requirements for Better Cotton and support our subsidiaries. The aim is to ensure a high quality of external reporting and consistency throughout the group.
- Lead the planning, coordination, and execution of Better Cotton statutory full-scope audit, working closely with external auditors and the Leadership team. The role be required to coordinate Prepared by Client documentation.
- Manage the consolidation process for multiple legal entities, including intercompany transactions and elimination entries. In addition, consolidated management reporting will need to be prepared regularly.
- Oversee Better Cotton fiscal filing as required for compliance with required authorities.
- Ensure Better Cotton remains in financial, legal compliance in Switzerland.
- Directly manage Corporate Tax and VAT obligations & compliance in Switzerland and in the different global hubs where Better Cotton has requirements for VAT reporting.
- Collaborate with Tax advisors to implement agreements, accounting and other Finance requirements for transfer pricing required as the transactions between group entities evolve.
- Ensure tax returns are completed accurately and on time for Better Cotton CH. Liaising with other finance managers in the group to minimise tax risk and protect our tax-free exemptions. implement tax planning strategies to minimise tax risks and taxation costs for the Better Cotton group.

Other areas:

- Work with the Director of Finance and Services to prepare pre-reads for Finance Committee and Council.

- Work with the Director of Finance to propose financial policies and support the drafting and development of these for the group.
- Work with the Director of Finance and Services for many aspects of functional management, including staffing and building an effective and motivated team with the appropriate skills as the organisation develops.
- Design appropriate KPIs for Finance activity for the General Accounting and Budgeting team.
- Perform or assist with ad-hoc or Better Cotton special projects as assigned.

We are looking for someone who is having

the following skills, knowledge, and experience:

Qualifications, skills and knowledge

Essential

- Qualification/Degree in Business Administration, Accounting or Finance – Chartered Accountant or equivalent certification. Master's degree (preferably in accounting) a plus.
- Strong technical accounting skills and knowledge of Swiss GAAP, International Accounting Standards and other accounting standards. An in depth knowledge of both private and not for profit frameworks is required for this role. Excellent knowledge of Swiss GAAP and international standards accounting
- Proven leadership skills, experience of working independently and taking responsibility for specific areas of work within a finance function
- Self-starter with strong attention to detail, strong strategic and organisational skills.
- Excellent time management and ability to meet deadlines
- High level of integrity; ability to handle confidential and sensitive information with discretion
- Ability to thrive in a dynamic, changeable environment
- Proven analytical and problem-solving skills
- Excellent oral and written communication skills in English
- Excellent IT skills, including confidence with Microsoft Office 365
- Strong ethics
- Good interpersonal skills and the ability to work effectively within a collaborative team

Desirable

- Ability to cope with pressure and changing priorities
- Strong relationship building skills and service-oriented attitude
- Good oral and written communication in French a plus

Experience

Essential

- Demonstrate strong relevant experience in accounting and financial reporting experience within an international organization
- Experience in performing a co group consolidation.

- Experience working with ERP or accounting packages
- Solid experience of maintaining and improving accounting and financial systems and processes in the not-for-profit sector
- Experience in leading financial management at an organisational level
- Experience in collaborating effectively across different teams and cultures
- Interest in and commitment to sustainability

Desirable

- Experience in establishing financial systems and processes in a new entity, or supporting their development in a rapidly growing entity
- Experience working in an international organisation and working collaboratively with teams in other countries

What we offer

- Competitive salary
- Hybrid working – Two to three days/week in the office.
- The opportunity to work from anywhere in the world for up to one month per year
- Flexible working, with core hours from 10 am to 4 pm local time
- Continuous learning and development
- Pension scheme
- 25 days paid annual leave, plus 8-9 Bank Holidays and a further 3 days off over Christmas
- Enhanced parental benefits
- A warm, positive working environment where everyone is valued
- The opportunity to make your mark and make a difference.

Working arrangements

This is a full-time (40 hours per week) position. The successful candidate will receive a permanent contract with Better Cotton, with a three-month initial trial period.

Limited national, regional and international travel may be required.

Apply now

Send us your CV (2 pages maximum) and a brief cover letter (1-page maximum) by or before **04.02.2024** [via this link](#).

In your cover letter, please include an explanation of why your experience is specifically relevant to this role at Better Cotton. We want to see your personal style – what makes you tick and why you think your next opportunity is here with us.

Our hiring process

Initial Screening:

If you are selected, you will be contacted for an initial screening, which may involve a brief phone interview or video call. The purpose is to learn more about you, confirm basic qualifications, and discuss the role and organisation.

Interviews:

If you are confirmed after the initial screening, you will be invited for interviews. The interview process at Better Cotton may include one or more rounds of interviews with various stakeholders, such as the hiring manager, team members, and potentially senior management.

Assessment and Testing:

Depending on the role, you might be required to complete assessments, technical tests, or skills evaluations to gauge your competency and suitability for the position.

Reference Checks:

Once you progress further in the process, reference checks are conducted to validate your work history, skills, and qualifications, and for some roles, your education and criminal history.

Offer stage:

After completing interviews, assessments, and reference checks, the hiring team evaluates your performance and fit for the role. If you are selected and your references are relevant and satisfactory, you will receive a formal job offer letter outlining the terms of employment, compensation, benefits, and any other relevant details.

About Better Cotton

Better Cotton is the world's largest cotton sustainability programme. Our 200+ colleagues of 37+ nationalities are united by a shared passion and commitment to achieving the Better Cotton mission: to help cotton communities survive and thrive, while protecting and restoring the environment. Through our network of field-level partners a quarter of the world's cotton is now grown under the Better Cotton Standard. We have united the industry's stakeholders behind our efforts, from ginners and spinners to brand owners, civil society organisations and governments. Everyone who cares about cotton and its sustainable future can now be part of something better.

About our Values

The post holder will be expected to operate in line with our workplace values which are:

- **Trustworthy** (including honest, transparent, credible)
- As having **Integrity** (including responsible, authentic)
- **Positive** (including problem-solving, pragmatic)
- **Engaging** (including adaptable, inclusive, holistic)
- **Daring** (including courageous, innovative, game-changing)

Being you @ Better Cotton

Better Cotton is committed to creating a diverse environment and is proud to be an equal opportunity employer with a strong commitment to good practice and transparency in the

management of natural, human, and financial resources.

We have a zero-tolerance approach to any attitudes or behaviours that put children or adults at risk of harm. Safeguarding incidents are acts of serious misconduct and are grounds for disciplinary action, up to and including, dismissal and referral to relevant authorities for criminal prosecution. Therefore, all offers of employment are subject to satisfactory references and appropriate screening checks.