**Performance Profile: FCM Netherlands Management Accountant**

**Position Summary**

Flight Centre is a fast paced, growth focused, high performing organisation. FCM is our flagship global corporate brand with clients across 95+ countries, of which the Netherlands is a key market. Reporting to the FCM Europe Financial Controller, this role will be focused on the FCM Netherlands business, and its purpose is to help drive the financial control, results accuracy, finance support and reporting of this area.

The core responsibilities for the FCM Netherlands Management Accountant are: Trial Balance Production, protecting the business through strong Financial Controls, and driving performance through Regular Reporting and the Reforecasting process. This role is not isolated from the business and will include elements of business partnering, in addition to providing support to the broader FCM Finance Team as required.

To be successful in this role you will need to possess a solid understanding of accounting principles. While there are elements of business partnering and analysis in this role, the primary deliverables will be around month end close (including posting journals), reporting, financial controls, and forecasting. Outside of month end, you will be passionate about process improvement, resulting in processes being overhauled, eliminated where possible, and streamlined or automated where not.

The Management Accountant role is incredibly varied, giving plenty of scope for continuous development. By extension, this also provides a suitable stepping stone for progression.

**Performance Objectives**

**1.** **Financial Control** is critical to the success of our business. You will play a key role in protecting the business. From the outset you will

* Ensure Trial Balance is closed no later than Day 4
* Gain a solid understanding of the month end close procedures, ensuring these are documented and understood
* Adhere to all group standards and ensure accounting policies are adhered to
* Complete monthly balance sheet reconciliations, ensuring appropriate actions are taken to remedy and prevent out of standard accounts
* Implement cost control reviews
* Assist with Group and regulatory reporting
* Support Group with external audit requirements
* Ownership of variable Payroll processes

**2. Operational Excellence**

You will

* Review all procedures, eliminating work wherever possible, and minimising the impact of month-end bottle necks
* Be alert to risk factors or potential issues which may arise and work proactively to address these
* Partner with other Finance teams to optimise workflows across the department
* Contribute to the culture of continuous improvement and innovation

**3. Reporting**

From the outset

* Complete all regular daily, weekly, and monthly reporting, ensuring completeness and accuracy are not compromised in exchange for timeliness
* Develop reporting within the BI platform

Within the first six months

* Production of TB close result with commentary no later than working day 4
* Ensure all standard MI is produced and published by working day 6
* In conjunction with the broader FCM Finance team, review standard MI to ensure this is fit for purpose

**4. Business acumen and profit improvement**

From the outset

* Develop a solid understanding of the Flight Centre business models, including income and cost drivers
* Take ownership of the weekly and monthly estimates
* Complete monthly / quarterly / annual forecasting and budget activity, engaging with the business and other parts of Finance as required
* Work with other areas, within Finance and other departments, on supporting other initiatives, e.g. ad-hoc reporting, change management

**5. Leadership**

You will

* Be passionate about Flight Centre, and champion both the Finance and Global core values
* Take pride in all aspects of Financial Control and Operational Excellence, including integrity of the Balance Sheet, timely production of accurate reporting, and continuous improvement
* Present results and forecasts to the Senior Leadership team with confidence, being prepared to challenge assumptions and help hold the leadership team to account

**Minimum requirements**

* Relevant degree, and completion/partial completion of relevant accounting body (CIMA, ACCA or equivalent); those with relevant experience will also be considered
* Minimum of two years Management Accounting experience or equivalent
* Strong Excel
* Demonstrable experience in process improvement
* Commercially astute; should be able to identify successful profit improvement initiatives
* Excellent written and verbal communication skills
* Flexible and pragmatic
* Calm under pressure
* Ability to work within a team environment as well as being proactively independent
* Languages: Dutch and English