

# PASSION TO INNOVATE | POWER TO CHANGE

## Group Accounting: Senior General Accountant

### YOUR TASKS AND RESPONSIBILITIES

The jobholder is responsible to lead the centralized Accounting team for Southern Africa and for the preparation and presentation of the BKA Financial Statements in accordance with the BKA Directive considering the International Financial Reporting Standards (IFRS) applicable to financial statements as adopted by the European Union. Furthermore he/she is responsible for the preparation and presentation of the Financial Statements according to the country/country group specific legislation and according to country specific tax compliant accounting treatment. This includes designing, implementing and maintaining internal control relevant to the preparation and presentation of the Financial Statements that are free from material misstatement, whether due to fraud or error.

### Performance and Compliance

- Prepare and present the BKA and Local Financial Statements in quality and time.
- Implement and perform plausibility checks for HB I and HB II data (ex ante and ex post) and implementing corrective measures if necessary. This includes also the data quality of activities performed at Service Providers.
- Manage and execute Central Accounting Operation activities according to pre-defined activity splits of General Accounting (GA), Asset Accounting (AA), Internal Accounting (IA), Transactional Accounting (TRA).
- Consult Business Partner or Head of Group Accounting for material accounting issues.
- Implement and manage country-specific accounting policies, enablers and processes. Initiate and steer optimization projects of these processes and enablers to continuously improve quality, effectiveness and efficiency in Accounting Platform and with non-accounting functions.

### Application Period

7 April 2021 – 13 April 2021

### Reference Code

EF/GA/SGA

### Division

Country Platform

### Company

Bayer (Pty) Ltd

### Department

CFO Functions

### Location

Isando

### Functional Area

Group Accounting

### Position Grade

VS1.2

### Employment Type

Permanent



- Support optimization projects in alignment with GPOs of GA, AA, IA and TRA of globally defined group accounting standards, accounting best practices, enablers and processes to continuously improve quality, effectiveness and efficiency in Accounting Platform and with non-accounting functions.
- Ensure compliance with local and global policies and procedures (e.g. BKA, Value Flow Catalogue, ICS guidelines, internal and external audit recommendations, local T&E policies).
- Support the local tax, finance and controlling functions with respect to accounting.
- Implement and maintain the Value Flow Concept.
- Support internal & external auditors in alignment with Accounting Business Partner.
- Monitor the Service Levels with BBS-FASS and BBS-FAIT.
- Manage the demands for the Accounting Platform.
- Perform impairment tests of subsidiaries in alignment with BU Controlling.

#### Closing

- Support the overall closing process together with the SSO Organization.
- Review the closing results and follow up with business; Calculate impending losses and perform manual postings where applicable.

#### Reporting

- Perform actual reporting in BayRep (HB2); according to defined activity splits.
- Implement group reporting guidance e.g. BKA letter in reporting process and system (SAP, BayRep).
- Quality checking on the reports: check BW reports content, solve the issues out of BayRep Validation, run checking reports, identify and solve issues and perform ATN for correction according to the defined activity split.
- Prepare and report OMIs in BayRep.
- Perform BKA release.
- Prepare closing relevant documentation and perform Accompanying Letter (in BayRep in collaboration with BPs if applicable).
- Perform actual reporting HB 1 incl. implementation of new regulation / law.

#### Audit and Control & Others

- Responsible for external & internal audit. Perform ICS controls in his/her own area of expertise and responsibility.
- Specialized ad hoc support and project support specific to own area of expertise.
- Assist with Legacy Monsanto accounting and audit

#### Southern African Countries

- Prepare HB1 for Zambia and Zimbabwe Legal entities and oversee month-end close for Mozambique entity
- Manage the accounting service providers to ensure accounts are prepared on a monthly basis, provide required information.
- Distribute accounts on a monthly basis.



- Review and check internal controls in place for Country.

## WHO YOU ARE

### Experience & Qualifications

- CA & Professional Accounting Qualification
- Minimum of 3-5 years working experience in finance and/or accounting department.
- Detailed knowledge of Bayer Group reporting requirements, IFRS, local tax and accounting laws, Group Finance and Administrative Guidelines.
- Experience in cross functional relationships.
- Experienced in multidisciplinary project- and corresponding change management.

### Skills & Knowledge

- Knowledge of the accounting, tax and finance relevant processes in a legal entity.
- Knowledge of the Bayer Group structure, the Business Groups and Service Divisions.
- Profound knowledge and feeling for the Business of the respective LE.
- Sufficient legal knowledge and advanced ERP / BI knowledge.
- Communications strategy and messaging skills with the ability to build long term partnerships with internal management & staff.
- Language skills: Local language and English fluently.
- Team-oriented leadership skills honed through experience with senior management.
- Competence to grasp an overview of complex subject matters and to deduce operational activities.
- Role model for the Bayer LIFE Values, Leadership, Integrity, Flexibility and Efficiency.

## CONTACT US

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