



We create a better world by helping companies become great workplaces.

Great Place to Work® Institute is the global research and consulting authority on workplace culture, that helps organizations identify, create and sustain High-Trust, High- Performance Culture™ at their workplaces. The Institute has crafted its perspective by learning from great leaders, surveying millions of employees, and examining thousands of best workplaces around the globe.

Great Place to Work® believes that all organizations can become great workplaces and hence, highly productive organizations, by fostering trust within the ethos of their culture - referred to as High-Trust, High-Performance Culture™.

The Institute serves businesses, non-profits and government agencies in more than 60 countries and has conducted pioneering research on the characteristics of great workplaces for over three decades. Companies of all sizes look to us for our assessment tools, training, advisory services, conferences and workshops. Great Place to Work® assessment is considered the Gold Standard for workplace culture globally. It's all part of our passion to create a better world by helping organizations become great workplaces.

Every year, Great Place to Work® Institute partners with more than 10,000 organizations and analyses perspectives representing the voice of over 12 million employees around the world. This helps organizations create and sustain a High-Trust, High-Performance Culture™. In India, the Institute partners with around 1000 organizations annually to work towards the mission of 'Making India a Great Place to Work® FOR ALL

The Institutes' research shows that great workplaces are characterized by great leadership, consistent employee experience, and sustainable financial performance. These organizations are able to deliver a consistent experience to all their employees irrespective of their role, gender, tenure or level in the organization. Their leaders believe in the vision of creating and sustaining a Great Place to Work for ALL and role model being 'for ALL' Leaders.



POSITION: Head - Finance, Accounts, and Compliance

Location – Mumbai preferred

Role	Head - Finance, Accounts, and Compliance
Basic Qualifications	Graduation in Accounting, Finance, or relevant field MSc/MBA or relevant certification (e.g. CA/CFA) is a plus
Required Experience	Minimum 10-12 years of relevant experience with last 2-3 years at a finance lead position
Salary	As per market standards
Required Competencies	<ul style="list-style-type: none"> • Proficient in spreadsheets, databases, MS Office & financial software applications • Outstanding presentation, reporting, and communication skills • Strong leadership skills and C-suite presence • Proven knowledge of financial forecasting and diagnosis, corporate finance and information analysis • Hands on experience with statistical analysis and statistical packages • Strong knowledge of corporate taxation and other finance/payroll compliances like EPF, ESIC, Gratuity, Minimum Wages, etc • Well informed in current financial subjects, accounting, financial compliances, tax laws, money market and business environments
Role and Responsibilities	
<ul style="list-style-type: none"> • Maintain and monitor the financial performance of the company • Performing financial reporting, ad-hoc business analyses and financial modelling • Ensuring all internal audits and accounting activities are in compliance with financial regulations • Direct & Indirect tax compliance, analysis, book closure, audit and its compliance • Ensuring adherence of all finance/payroll compliances - EPF, ESIC, Gratuity, Minimum Wages, etc • Forecasting financial results on annual, quarterly, and monthly basis • Facilitate financial reviews with vertical heads and leaders to ensure effective profit, cost, and risk management. • Consolidate and monitor annual budgets and forecasts received from various functions and vertical heads • Recommending cost-effective solutions to business activities • Developing secure procedures for the purpose of maintaining confidential information • Conducting profit and lost analysis for the organization and individual verticals • Provide controllership to the business and build processes that augments transparency and improves controls. • Planning, budgeting & forecasting, to control, optimise and structure business expenses • Make a budget with the needs of every specific department of the company • Analyze financial reports and benefits on several business initiatives • Performing cost-benefit analysis and deciding on investments, considering the goals of the organization • Set up the process to calculate Business KPI like Revenue per person, Revenue per SKU, Revenue per customer. To be calculated monthly, quarterly and yearly and also business vertical wise. • Supervising, monitoring, coaching, and mentoring of the current FAC team 	





WHY SHOULD YOU APPLY?

- You will be joining our mission to help numerous organizations transform their workplaces and thereby impact industry and society.
- You will get the opportunity to learn continuously from the best employers globally
- You will have the opportunity to write articles, address seminars and be known as a thought leader.
- You will get an opportunity to build your individual brand by getting exposed to networks with the CXOs and Head HRs of the best workplaces in India
- You will get to experience a unique and sought-after business model in this space.

CONTACT

Please email your updated resume, along with a cover letter addressing how you meet the above requirements, to in_careers@greatplacetowork.com (Subject: Application for Head - FAC).

DIVERSITY POLICY

Great Place to Work® is an equal opportunity employer that encourages women, people with disabilities and those from economically and socially excluded communities with the requisite skills and qualifications to apply for positions

To read more about us: <https://www.greatplacetowork.in/>

