

Financial Accountant, Central Europe

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Company: Aesop

Location: United Kingdom

Category: business-and-financial-operations

Financial Accountant, Central Europe | London

For over 35 years, Aesop has carefully cultivated an inspiring and inclusive environment in which our employees are supported and encouraged to thrive. As a global retail organisation, we offer professional development and advancement opportunities to complement career goals and aspirations.

Our approach to skin care involves meticulous attention to detail, using only the most efficacious ingredients to create formulations which stir the self and senses. The same meticulous approach is taken during our recruitment process, seeking out considered and inspired individuals with a wealth of perspectives who bring out the best in themselves and others.

We aim to strike the right balance between people, planet and profit, actively reducing our footprint on the planet that generously sustains us. So far, this journey has led us to become a certified B Corp. We are committed to building a more sustainable and inclusive society.

Role purpose

Based in Aesop's London office, the Financial Accountant, Central Europe will be responsible for Aesop's German, Austrian, Swiss and Italian subsidiaries, supported by the Finance Manager for Central & Southern Europe. They will be responsible for the completion and review of monthly internal management reporting (month-end); managing the appropriateness and accuracy of balance sheets; monitoring and managing cash flows; ensuring statutory obligations are adhered to (i.e. tax, audit and corporate secretarial); and assist with the

annual budgeting process.

In addition, the Financial Accountant, Central Europe will support their Finance Manager in the completion of various ad-hoc financial projects and tasks within Europe (e.g. the launch of new stores), as well as working closely with the Assistant Financial Accountant Central Europe.

Infrequent travel within Europe will be required.

Role responsibilities include, but not limited to –

Monthly Management Reporting

This role will have responsibility for ensuring timely completion of monthly reporting for Aesop's German, Austrian, Swiss and Italian subsidiaries including, but not limited to:

Monthly transactional processing, to ensure the timely completion of management accounts within internal deadlines.

Assist and provide guidance to the Accounts Payable Officer, Central Europe in completion of their duties.

Review monthly Income Statements and Balance Sheets for errors/omissions, ensure compliance with company policies and procedures and ensure that the basis of preparation of financial information from subsidiaries is in accordance with GAAP and AIFRS.

Ensure consistent financial processes are in place across European subsidiaries.

Provide high level commentary and analysis to the Finance Manager on monthly performance and drivers of variances.

Review and control balance sheets and ensure tight control over provisions and receivables.

Ensure foreign currency balances are revalued appropriately in the monthly management accounts.

Update and reconcile intercompany loan accounts for all relevant group entities, ensuring that these accounts are reconciled regularly.

Review Capex spending against forecast and ensure any variations are approved in accordance with company policy.

Develop a commercial understanding of subsidiary businesses and communicate commercial

issues to the Finance Manager as required.

Become a key point of contact for inhouse transactional teams and team members within the German, Austrian, Swiss and Italian markets.

Compliance and Governance

The Financial Accountant, Central Europe will assist the Finance Manager, in conjunction with local advisors and finance teams, with the following tasks:

Assist with the completion of all annual statutory audits, where required.

Assist with co-ordinating the completion and lodgement of all tax compliance requirements, including corporate tax, GST/VAT/Sales tax returns, employment taxes, etc.

Help to ensure that all required corporate secretarial documents are lodged by their due dates.

Help to ensure company policies and procedures are followed and that appropriate financial controls are in place.

Preparation of annual budgets

The Financial Accountant, Central Europe will assist the Finance Manager, with support from local country managers, in preparing the annual budget for our German, Austrian, Swiss and Italian subsidiaries, including:

Assist with preparing an annual detailed P&L budget by subsidiary, by store phased by month.

Assist with preparing an annual Capex budget on a 'by project' basis, phased by month.

Provide analysis of the annual budget including commentary on the key underlying assumptions and any significant year on year variances and/or variances to the 5-year strategic plan.

Other responsibilities & process improvement

The Financial Accountant, Central Europe will assist with improving the efficiency of finance processes and building an effective control environment within European subsidiaries. This will extend to but not be limited to:

Assist with reducing the time required to close month end and report results by leveraging internal IT resources and refining existing manual processes.

Help strengthen internal controls surrounding all finance related operations, both back office and

at a retail level.

Continuous improvement of monthly analysis as business needs change.

Periodic review of financial systems and reporting to ensure analysis and reporting are in line with business needs.

Play a key role in the L'Oréal transition, including, but not limited to using L'Oréal reporting systems such as Magnitude and Compass.

This is a full time position operating with a hybrid working pattern.

What we are looking for

Open mindset and deep curiosity seeking to understand others, listen without judgement and act on diverse perspectives

Commitment to fostering an inclusive and psychologically safe work environment

Professional qualifications: part qualified – finalist ACCA/CIMA/ACA or other recognised professional qualification.

Experience as an accounting professional. Multi-site or retail sector is an advantage.

Hands-on experience with cloud-based ERP systems, with prior exposure to NetSuite is a bonus.

Pan-European accounting experience an advantage.

Experience and understanding of IFRS and UK GAAP.

Demonstrated ability to proactively identify and escalate issues and process improvements.

Hands-on, practical problem solving and process improvement skills and ability to complete tasks within set timeframes.

A keen eye for detail.

Strong written and verbal communication skills (English).

Strong interpersonal skills and a natural capability to develop and maintain meaningful cross-functional relationships.

Experience with Hybris, Adyen, Givex and retail POS systems would be advantageous.

Comfortable within an open-plan and curated working environment, with a requirement to adapt and embrace the established norms, values and etiquette of the business.

Happy with hybrid working, three days in the office and two days at home.

One additional European language would be a significant advantage, ideally German.

What's on offer

We take a holistic approach to employment, promoting professional development, career growth, employee wellbeing initiatives and encouraging deep connections with the local community through the Aesop Foundation, volunteering and matched giving programs. Employee benefits include -

Flexible, hybrid working pattern

Generous product discount allowance and bi-annual complimentary product allocation

Paid volunteering allowance for all employees

Bonus opportunity based on personal, and business, performance

Suite of options to aid development, including complimentary access to LinkedIn Learning, in-house Product and Core skills training and study support opportunities

Access to employee assistance programmes, complimentary subscription to Headspace mindfulness app and summer hours options.

Aesop is committed to attracting, developing and retaining the very best people by offering a creative and inclusive workplace where talent is truly recognised and rewarded. We are committed to promoting inclusion for all with the belief that diversity, inclusion and belonging plays an important role in the success of our organisation. We actively encourage everyone to consider becoming a part of our journey.

#LI-Hybrid

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