

International Mobility Newsletter

June 2015



Mobility opportunities in ***Czech Republic, Malta, USA, Latin America, France and Ireland***

IN SHORT

On the following pages you will find our current international job opportunities.

They are local or expatriation contract opportunities for employees with at least 3 years of experience as of the assignment start date.

INTRODUCTION

Mazars offers international mobility opportunities to staff meeting the following criteria:

- have excellent appraisals
- meet the professional requirements of the advert
- meet the language skill requirements of the advert
- move supported by Home Country Partners/HR

Depending on the seniority of the selected candidate, the strategic priority of the assignment and the context of the host country, Mazars will offer either an expatriation or a local contract.

To learn more about the application procedure, kindly consult the following page of this newsletter.

APPLICATION PROCEDURE

Should you see a job advert that fits your profile and you wish to apply, kindly respect the following procedure:

1. Speak to your Partners/HR in your office first about your interest and ask them to support your move.
2. Ask your HR to provide you with your last appraisal documents.
3. Send your CV (detailing your experience with Mazars, clients, etc.) and cover letter in the language of the host country as well as appraisals to Yiqing Lin, Project Manager of Global Recruitment & International Mobility (yiqing.lin@mazars.fr) and copy your HR.

The support of your HR team and Partners is paramount; the same applies for the required experience and language skills mentioned in the job description.

If you do not see a job offer matching your profile and interests, and you are a strong performer and you have an international mobility project, we would ask you to arrange an appointment with Group HR in order to include you in our database and to continue consulting the newsletter.

CONTACT

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OPPORTUNITY IN CZECH REPUBLIC

AOS MANAGER

Location

Prague, Mazars Czech Republic (180 staff and 4 Partners)

Business Unit / Sector

PIE – Audit

OMB – Accounting, AOS

Type of assignment

TBD

Starting date

TBD

Job role

This is a fantastic opportunity for a dynamic AOS Manager to work at Mazars' Czech Republic office.

Delivering technical excellence:

- Demonstrates broad knowledge in own technical/professional area
- Shares his/her knowledge and experience to support the development of team members
- Proposes appropriate approaches to problems and changing priorities and contributes to the development of new initiatives and methods

HR Management:

- Creates opportunities for team members to learn and grow on the job
- Adopts a coaching style with all reports and give specific and timely feedback
- Takes individual strengths into account when assigning responsibilities in the team
- Identifies improvement opportunities within the team
- Establishes positive working relationships with his/her team, follows through on promises and acts consistently, and is respected and trusted for personal commitment to high standards of performance
- Listens actively to feedback from others and adapts his/her behavior accordingly in order to restore good working relationship and to resolve disagreements within the team

- Demonstrates an ability to be led as well as to lead

Business Development

- Ensures that client expectations are fully understood and budgetary requirements are met
- Identifies client business issues and refers to others within the Firm where appropriate
- Develops and maintains a professional network and client relations
- Develops his or her knowledge of Mazars' business lines and its international organization and understands the full range of services that the Firm can offer and makes the client aware of these
- Talks to clients to understand their business and aspirations and identifies needs that the client may not have previously recognized
- Identifies selling opportunities across all service offerings and brings them to the attention of the engagement partner

Requirements

Professional abilities:

- Education achieved: university with an accounting degree
- ACCA/ICU exams
- Experience: at least 6 years, including at least 2 years at manager level

Specific knowledge and skills:

- Fluent French and English language skills a must (both written and oral)
- Knowledge of basic Czech language skills are a plus
- Knowledge of other languages are a plus
- Very high expertise in accounting and good understanding of trends in the accounting and outsourcing markets
- Previous experience in audit department is a plus

Personal skills:

- Willingness to learn, grow and further develop his/her career
- Meeting deadlines
- Stress and time management, good organizational skills
- Ability to lead, motivate and evaluate teams
- Strong client service skills, business orientation, strategic and result-driven

- Excellent presentation and communication skills

The office

Mazars, which provides services in the area of audit, tax advice, accounting and financial valuation, is celebrating the 20th anniversary of its establishment in the Czech Republic.

Mazars has been offering its services in the Czech Republic since 1995. During its operations it has become the 7th largest audit firm in the Czech Republic with more than 180 professionals.

Mazars in the Czech Republic offers complex solutions and financial consulting tailor-made to large multinational corporations. Thanks to the complete, adaptable and flexible range of services Mazars is capable of being a corresponding partner in the areas of accounting and consultancy even for smaller directly-owned companies and enterprises as well as for high-net-worth individuals.

Mazars Czech team understands specific issues of the market: combine size and sector expertise to best match specific local needs. It has an extensive experience in providing flexible, tailored and pragmatic solutions. Staying close to their clients means that they understand needs of business. Mazars Czech Republic provides:

- Flexible resource arrangements at a local level;
- Services that focus on tailored solutions that will meet the specific needs of the client's business and culture while also driving the advisory and consulting function forward;
- Availability of accounting and consulting expert knowledge and skills to provide the most appropriate service.

Based on an innovative, personalised reading of their expectations and their challenges, Mazars in the Czech Republic offers to clients a range of services guaranteeing reliability thanks to our recognised technical expertise. Mazars also provide the benefit of creating value and optimising their performance. In a multipolar world, Mazars in the Czech Republic believes that collective intelligence is the source of the most appropriate solutions, and so they harness the talents of all their teams in driving a dynamic of progress which, beyond their clients, is a benefit for all.

Mazars gives to employees an opportunity for their professional growth. The company is interested in professionals with a sense of creativity and responsibility to work, who want to continue their development, who have a passion to learn and who would like to broaden their good working team.

OPPORTUNITY IN MALTA

AUDIT MANAGER

Location

Mazars Malta (30 staff and 2 Partners)

Business Unit / Sector

PIE – Audit

OMB – Audit, AOS, Tax

Type of assignment

TBD (2-3 years)

Starting date

TBD

Job role

This is a fantastic opportunity for a dynamic Auditor at Manager level to work at Mazars' Malta office.

- Supervise audit engagements and audit staff, and inform senior managers and/ or partners of the engagements status
- Coach and mentor 3 seniors
- Plan, manage and deliver audits on time within budget and of Mazars quality standards
- Ensure the respect of audit instructions for referred assignments
- Manage staff performance, conduct timely performance reviews, and provide performance feedback
- Support the implementation of Auditsoft, the use of the Mazars audit methodology and participate in training the staff on that respect
- Participate in the commercial development for the office

Requirements

- An experienced Audit Manager able to manage a significant international audit clients portfolio
- Fluency in English.
- Excellent written and verbal communication skills.
- Motivated and hard working in order to meet client deadlines and provide excellent client service

- Strong analytical and report writing skills
- Autonomous and solution focused
- Integration and team working skills

The office

Mazars Malta is a local audit, tax and business advisory firm that was established in December 1998. Since its inception it has expanded rapidly and is presently one of the leading mid-tier audit firms in Malta. It presently has a staff complement of over 45 employees.

Mazars is licensed by the MFSA to undertake statutory financial audits of insurance companies. Through its specialised insurance team, Mazars is presently the statutory auditor of Axeria and a handful of insurance agencies and brokers. It is also the appointed internal auditor of Citadel Insurance plc, a leading local insurance company.

Mazars Malta is an integrated member of Mazars Group. As members of Mazars we are in position to draw on the experience and resources of Mazars worldwide.

Mazars is committed to giving its clients an efficient and value for money service assuring the highest attainable level of commitment and quality. Owing to its size, Mazars is in a strategic position to offer its clients a wide range of quality, cost effective professional services whilst retaining a close direct personal touch.

OPPORTUNITY IN USA

AUDIT SENIOR

Location

WeiserMazars - New York office (350 staff and 55 Partners)

Business Unit / Sector

Audit

Type and length of assignment

Permanent transfer

Starting date

October 2015

Job role

- Gain a thorough understanding of WeiserMazars audit approach, methodology and tools
- Assist in designing the audit approach
- Identify accounting issues under U.S. Gaap and/or IFRS; perform research to solve issues
- Supervise audit engagements and audit staff engagements, and inform managers of the engagement status
- Draft the inter office summary memorandum and the key audit deliverables, assist in the presentation of key discussion points for the closing meeting with the client management
- Develop and maintain relationships with client personnel to obtain a better understanding of business operations, processes and functions
- Stay informed of current economic development relevant to clients business and industry
- Manage staff performance, conduct timely performance reviews, and provide performance feedback
- Demonstrate professionalism

- Proficiency in written and spoken English is a must
- Strong experience in large corporate assignments (listed companies)
- Completed education as a CPA or dedicated to take CPA exam
- Willingness and ability to travel extensively to client locations
- Motivated and very hard working in order to meet client deadlines and provide distinguished client service
- Distinguished people skills, motivated by challenges and team work
- Strong analytical and report writing skills

The office

WeiserMazars LLP is an independent U.S. member firm of the Mazars Group, and a Certified Public Accounting firm. WeiserMazars has nine U.S. offices. We offer:

- Opportunity to gain exposure to a wide range of markets and industries
- Significant career opportunities across audit and advisory services
- Intensive training through in-house training programs as well as on-the-job training
- A dynamic, diverse and exciting work environment
- A competitive remuneration and benefits package
- Concrete opportunities for international exchanges within the Mazars Group

Requirements

- Minimum 2-3 years' experience as an auditor, qualified or part-qualified accountant

OPPORTUNITY IN LATIN AMERICA

REGIONAL TRAINING MANAGER

Location

Mazars Chile

Business Unit / Sector

Accounting and tax for PIE & OMB

Type of assignment

TBD

Starting date

TBD

Job role

Mazars is looking for a Training Manager who will lead the design and implementation of Mazars University in Latin America, including the technical, leadership and business training necessary to meet the firm's growth objectives in Latin America. Based in Chile and reporting to the Regional Board, the role will require working closely with Partners and Training Managers in each country.

- Design and implement training plans for the region in compliance with Group requirements and regional country needs.
- Build a database of best learning resources and tools available within Mazars in Latin America.
- Develop in-house programs, including e-learning and innovation to increase the training penetration rate in Latin America for the group.
- Train the Training Managers in each country and ideally perform some technical, leadership and business training courses.
- Manage and improve the underlying training policies and practices in existing countries and implement in new countries.
- Deploy the Mazars U learning platform across Latin America and relay group actions, communication and promotion campaigns; monitor the use of the Mazars U learning platform and the completion of digital learning path by all professionals in the region.
- Be an active member of both the Learning Architects team in designing and developing courses at international level and the Technical

Training Experts Group, in charge of creating Mazars harmonized technical training materials.

- Maintain the standardized appearance of training materials.
- Ensure the effective and timely management of training invitations, registrations and evaluation reports.
- Manage invoicing and budgets as well as events planning (hotel and transport arrangements, ...).
- Liaise with the Head of Mazars University, Group HR and the HR community of Mazars in general to ensure coherence with group strategy.

Requirements

This is an opportunity for an auditor, accountant or tax specialist with good technical skills and active involvement in training activities to take on a full-time training job. Strong technical, project management and communication skills are a prerequisite for this new conversion job

- International outlook and language skills: fluent Spanish and English, and ideally Portuguese
- Business oriented, strategic and results-driven.
- Strong client service and teamwork orientation, excellent listening and interpersonal skills.
- Good organizational skills, autonomous, self-starter, rigorous, discretion and integrity required.
- Sound business and people judgment, creative and decision-making capacities.
- Excellent communication skills, both written and oral, including the ability to convey ideas and positions clearly.

OPPORTUNITY IN FRANCE

SENIOR INTERNATIONAL CONTROLLER

Location

Mazars Group, located in the Mazars global headquarter in Paris

Business Unit / Sector

GSU Performance

Type of assignment

Transfer

Starting date

TBD

Job role

- In charge for a number of countries (between 20/25) :
 - Coordination of monthly reporting, forecasting and budgeting
 - Understanding risks and opportunities
 - Supporting countries in all functional aspects and the use of the reporting tool
 - Following-up and chasing information to improve deadline goals
 - Checking the accuracy, relevance and completeness of country data
 - Building trusted relationships with country Managing Partners and local Finance teams
 - Analysing and benchmarking
 - Reviewing KPIs
 - Managing relationships with Monitors
- Ad hoc reporting and PowerPoint presentations for Governing bodies
- Ad hoc financial analysis
- Participation with the Consolidation team in the IFRS annual close process
- Reconciliation management to statutory accounts
- Validation of Key KPIs included in the annual report
- In conjunction with the IT department – work on continuous development and improvement of the Group reporting system
- Train key users on the system

- Maintain internal controls and insure compliance with Group Finance policies

Requirements

- Degree in Accounting or Finance
- 3-5 years' experience in controlling or audit
- Quick learner with the ability to prioritize and multi-task
- Strong client focus
- Internationally minded
- Advanced knowledge in MS excel and PowerPoint – Cognos TM1 knowledge would be an advantage
- Strong communication skills, both oral and written
- Excellent interpersonal skills with proven ability to interact effectively with individuals at all levels of the organisation

The team

The Group International Controlling department is responsible for the core processes of management reporting within the Mazars Group. The Controlling department has an important role as business adviser and information provider to management at all levels of the integrated partnership.

The Group planning process and monthly management reporting are key elements for management decision-making along with analyses and profitability studies.

OPPORTUNITY IN IRELAND

IT AUDIT SENIOR / ASSISTANT MANAGER

Location

Mazars Ireland, Dublin office

Business Unit / Sector

IT Audit

Type of assignment

MOVE/Transfer

Starting date

TBD

Job role

The participant will join a team of experienced IT audit and security specialists. The IT audit conduct IT and security audits of financial services, public and private sector clients in the following areas:

- Full IT internal audit outsourcing
- Co-sourced IT internal audits
- Integrated financial and operational audits
- Network security and design audit
- Data protection compliance audit
- ISAE 3402/ SSAE 16
- ISO 27001/2 audit
- Data analysis
- Risk management
- Specialist forensic analysis and investigation

Requirements

- IT audit qualified e.g. CISA, CISM
- Good command of English language, communication skills, both verbal and written
- Senior level
- Ability to work independently and in teams
- Analytical skills
- Report writing skills
- Ability to multi-task
- Client facing experience
- Preferably having experience with IDEA or similar

The office

Mazars Dublin is one of two Mazars offices in Ireland, and has approximately 300 staff.

Mazars is one of the few firms in Ireland to employ a dedicated team of technical IT and security auditors who work exclusively on IT audit and security assignments.

MOVE OPPORTUNITY IN FRANCE



MANAGER

Location

Mazars Group, located in the Mazars global headquarter in Paris

Business Unit / Sector

PIE

Type of assignment

MOVE

Starting date

TBD

Job role

The participant will support Ms. Isabelle Massa, French partner in Paris, in charge of the Distribution / media sectors at group level for the BD & marketing actions. The individual will notably be involved in the completion of an international study, conducting research & analysis and also potentially coordinating actions with other Mazars countries.

Requirements

- English native speaker
- Manager level (any business line)
- Capacity for analysis and synthesis
- Preferably having an experience in the Retail or Transport & Logistics industry
- Have a taste for Business Development
- Autonomous and creative

The office

Mazars Paris is Mazars global headquarter.