



**Job Title:** Senior Manager of Accounting  
**Type:** Full-Time  
**Location:** Thailand  
**Language:** Fluent in both Thai and English

Compassion is a Christian child development organization dedicated to releasing children from poverty. Our ministry to children is twofold: We work through local churches to provide child development programs to deliver children from economic, physical, social and spiritual poverty, enabling them to become responsible, fulfilled Christian adults. And we speak out for children in poverty - informing, motivating and equipping others to become advocates for children.

## JOB SUMMARY

This senior manager leads the accounting team to maintain Compassion's general ledger, work closely with internal clients across the organization to answer financial questions and provide advice on proper accounting, conduct accounting research and analysis, review and interpret historical transactional activity, and complete the month-end and year-end close process. The primary purpose of this position is to provide full management through subordinate managers and/or senior professional staff. This responsibility includes hiring, discipline, and termination, as well as, coaching, performance management, assigning, checking, and approving work to satisfy broad objectives and department strategies. The incumbent will ensure completion of department responsibilities, calling on available resources to achieve department objectives, working within approved budget.

## ESSENTIAL JOB FUNCTIONS

- Acts as an advocate for children. Understands and advances Christ's mandate to protect children. Raises awareness of the needs of children and takes active steps to help protect against neglect, abuse, and exploitation of children. Promotes the dignity, respect, positive treatment, potential of children in all circumstances. Encourages the involvement of others in helping children in need. Reports and appropriately supports responses to incidents of harm of children if they occur.
- Provides leadership, planning and consultation to subordinates, executives, and peer management in the successful alignment of assigned department resources to ensure achievement of operational priorities and initiatives, integrating priorities within organizational strategies to ensure that department's purpose is fulfilled.
- Contributes to or prepares and administers the annual budget and departmental expenses, ensuring accountability for on-time completion of deliverables based on department objectives, SLAs, and other Compassion standards, ensuring compliance with regulatory and board policies.
- Selects, manages and develops assigned staff, establishing goals and objectives, coaching and managing performance, including discipline, motivation, and annual reviews; supports continuous learning and development that enhances individual performance and organizational capability.
- Leads professional staff responsible to serve internal customers, answering financial reporting questions, explaining accounting principles, advising on proper recording of transactions, and informing others of financial policies and procedures. This includes partnering in problem-solving for both procedural and technical issues.
- Serves as a subject matter expert on the organization's financial general ledger system, including the chart of accounts, functional allocation, fund balances, segments and other attributes of the system.
- Oversees professional accountants who maintain monthly/annual financials including the close processes through preparation and/or review of key journal entries and account reconciliations.
- Leads accountants who analyze financial activity for errors or misclassifications and make corrections as needed.

- Manages accountants who prepare and distribute financial statement reports and provide additional information related to those reports for appropriate actions and decision-making.

## LEVELING CRITERIA

- Is accountable for the performance and results of multiple related teams
- Develops departmental work plans guided by functional and organizational plans, impacts the department results by supporting and funding of projects, products, services and/or technologies
- Decisions are guided by resource availability and organizational objectives
- Full accountability for meeting talent (people) and fiscal (budget) goals for area of responsibility
- Manages multiple related teams, sets departmental priorities and allocates resources to align with organizational objectives and annual plan
- Guided by functional and organizational plans, impacts the department results by supporting and funding of projects, products, services and/or technologies
- Provides leadership to at least two managers and senior level professional staff

## QUALIFICATIONS

### Education

Bachelor's Accounting, Finance, Management Information Systems, Business Administration, or related Degree discipline

### Work Experience

Relevant work experience required to enable the individual to be able to successfully perform the job as listed.

### Licenses and Certifications

Certification in profession from nationally or internationally recognized organization, or similar credential.

## WORKING CONDITIONS

<b>Work Environment</b>	Office - Standard Office Environment
<b>Physical Demands</b>	Sitting, standing, and/or walking for up to 8 hours per day
<b>Travel Requirements</b>	May be required to travel up to 10% of normal schedule
<b>Other</b>	

### Application Process:

- Interested person please submit [Compassion Application Form](#) and CV to [thhrbp@compassion.com](mailto:thhrbp@compassion.com)
- All applications will be treated with the strictest confidence, only candidates under positive consideration will be notified
- For further information, visit our website <http://www.compassionth.com/>
- Contact: [thhrbp@compassion.com](mailto:thhrbp@compassion.com) Tel. 084-718-8142