



Accounting Manager (General Ledger) – European Shared Services

DEPARTMENT: Accounting – General Ledger
STATUS: Permanent, Full Time

REPORTS TO: Accounting Director

Position Summary

The **Accounting Manager** will act as a key member of the European Shared Services team of a multichannel retail company, with a head office located in Swords, Co. Dublin.

The principal outcome of this position is to serve as a business partner and key member of the shared service centre manager team, whose priority is to provide timely and accurate financials, that offer organisational leaders with the data needed to make educated business decisions. The role involves direct management of 5+ GL team members with extended responsibility for interacting with, and acting in advisory capacity to, other departments. The role assumes oversight of both management accounts and statutory reporting across a multi-territory portfolio, whilst simultaneously supporting a strong focus on process improvement across the GL department.

The position reports into the Accounting Director and represents a pivotal role within the department, whereby strong technical and communication skills form an implicit requirement. The position involves interaction with personnel and directors both locally and in other GameStop jurisdictions, including Ireland, Italy, Germany, and the U.S.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES*

- Managing, coaching and developing a team of GL accountants, including regular performance reviews
- Reviewing statutory accounts and ensuring timely compliance with reporting deadlines for all statutory and regulatory filings
- Responsibility for the period-end close process including co-ordination of deliverables from all other SSC functions
- Review of month end and year end management accounts
- Analytic review of financial results for multiple countries
- Co-ordination of balance sheet reconciliation process
- Co-ordination of the annual external audit
- Budget and forecasting
- Sarbanes Oxley, internal audit and internal controls compliance and reporting
- Responsibility for payroll, fixed asset and intercompany accounting
- Oversight of transfer pricing
- Drive continuous improvement in accounting processes to reduce financial risk and increase efficiency/lower costs
- Drive centralization of accounting activities, establishing a tighter controls & reporting process
- Ensure execution of standardised and repeatable best practice processes
- Identify and address opportunities for automation of processes and controls
- Support implementation of new ERP and other major financial support system improvements
- Ensuring adherence to Service Level Agreements
- Completion of other ad hoc activities, as assigned by the Accounting Director

RELATED COMPETENCIES

* GameStop reserves the right to change job descriptions at any time based on business conditions/need, which includes expanding this job's responsibilities and assigning additional duties consistent with the position's purpose. Reasonable accommodations may be made to enable individuals with disabilities to perform required job duties and functions.

- **Building Partnerships:** Identifying opportunities and taking action to build strategic relationships to help achieve overall business goals
- **Innovation and Problem Solving:** Generating innovative solutions in work situations, employing novel ways to solve problems and present opportunities
- **Executive Disposition:** Demonstrating a poised, credible and confident demeanor that reassures others and commands respect; conveying an image that is consistent with the organisation's vision and value
- **Technical and Professional Knowledge/Skills:** Establishing systems and processes to attract, develop, engage and retain talented individuals; creating a work environment where people can realise their full potential, thus allowing the organization to meet current and future business challenges
- **Negotiation and Influencing Skills:** Working with stakeholders to gain their buy-in and bring them on the journey

BASIC AND PREFERRED QUALIFICATIONS (EDUCATION and/or EXPERIENCE)

- Qualified Accountant with a minimum of 5 years post-qualification experience
- 'Big 4' accounting background and/or experience in a large multinational essential
- Experience managing people essential
- Experience with preparing/reviewing statutory accounts in local GAAP in multiple locations concurrently essential
- Exposure to a SSC environment beneficial
- Knowledge of U.S GAAP and SOX controls
- Advanced knowledge of Excel and Powerpoint
- Experience working with SAP an advantage
- Experience in retail beneficial

MINIMUM QUALIFICATIONS, JOB SKILLS, ABILITIES

- Strong accounting leader with the capacity and desire to lead in a dynamic environment
- Excellent relationship skills
- Experience working in a shared services environment
- Displays resilience in the face of challenges
- Demonstrates commitment to widely accepted, professionally mandated accounting principles and practices and to related GameStop accounting policies and procedures
- Proficient ability to communicate clearly and concisely to others with varied responsibility and expertise throughout the organization, including senior executives
- Proficient project planning skills, including the ability to organize, prioritize, and control job responsibilities in order to meet deadlines in an environment with overlapping and potentially conflicting responsibilities
- Expert knowledge of U.S. GAAP and internal controls
- Ability to identify and understand technical accounting issues, conduct research, reach and document well-reasoned conclusions in conjunction with the SSC and US Accounting organisations

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