

Flexible People Solutions

Expert finance professionals on demand ensuring seamless support and strategic insight for your critical and international needs



Flexible People Solutions

The experience you need , when you need it, delivering success for you

The world of work is transforming rapidly. Organisations and businesses are adapting to rapid technology-driven disruption across all industries and sectors. Finance leaders are under pressure to deliver digital transformation while also reducing overhead costs and delivering bottom-line value. But it does not stop there.

Today's finance leaders are also required to deliver valuable business insights, using a combination of financial operations information and data analytics to achieve success. With the growing complexity of regulations and accounting standards, and the ongoing need to tighten controls, finance leaders' roles are challenging and complex.

At Grant Thornton, our Financial Accounting and Advisory Services (FAAS)* department have a dedicated team that specifically help finance leaders with these challenges to maximise their potential and meet these demands.

The Flexible People Solutions team is made up of proven problem solvers and accomplished professionals at all levels with years of industry and practice experience who can provide the agility to increase capability and help finance leaders achieve all that is possible.

* The FAAS department primarily service complex large scale and Multinational Companies (MNCs), focusing on being a centralised point of contact for their global requirements. Our experienced and multicultural teams are experts in areas of Global Compliance and Reporting Solutions (GCRS) - both operating through our Centre of Excellence in Ireland, Business Process Outsourcing (BPO) and Global Payroll Solutions (GPS).



How our finance professionals help our clients

Features of Flexible People Solutions



High quality finance professionals to cover extended leave or gaps in permanent staffing



Finance delivery capabilities to support evolving business and operational needs



A collaborative tailor-made approach to your business needs leveraged from our finance professional's comprehensive experience



Real time staff augmentation available to meet your changing business needs



Grant Thornton partnership and oversight to ensure high-quality outcomes for your business.



Deep experience of delivery

In Flexible People Solutions, our finance professionals provide expertise, best practice methodologies, and proven templates, developed over years of delivering success.

They provide hands-on subject matter expertise on our clients' most important projects and initiatives while also bridging short-term staffing gaps for day-to day operations and temporary cover for permanent roles.

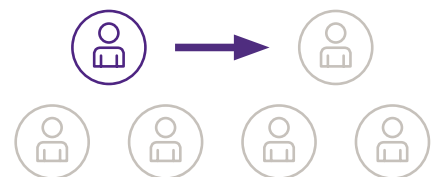
Project/team leadership



Project/operational support



Subject matter expertise



Full project delivery



Why our clients use our Flexible People Solutions team

We have a wealth of finance and accounting expertise at all levels utilising a flexible cost-effective business model to solve our clients' problems, execute their plans, transfer knowledge and to fill in critical staffing gaps. We can deploy our people exactly when, where and how they are needed.

Talent Access

Gain access to a broad talent pool of proven finance professionals at the moment when your business needs it

Agility

Increase your agility and scalability without delays

Cost

Meet short-term resourcing needs without the fixed costs and lengthy timelines associated with recruiting a permanent employee

Experience

Leverage the cross-industry experience of our finance professionals to transform your business

On-demand

Obtain intellectual capital and on-point skills, on demand (remote or on-site)

Performance

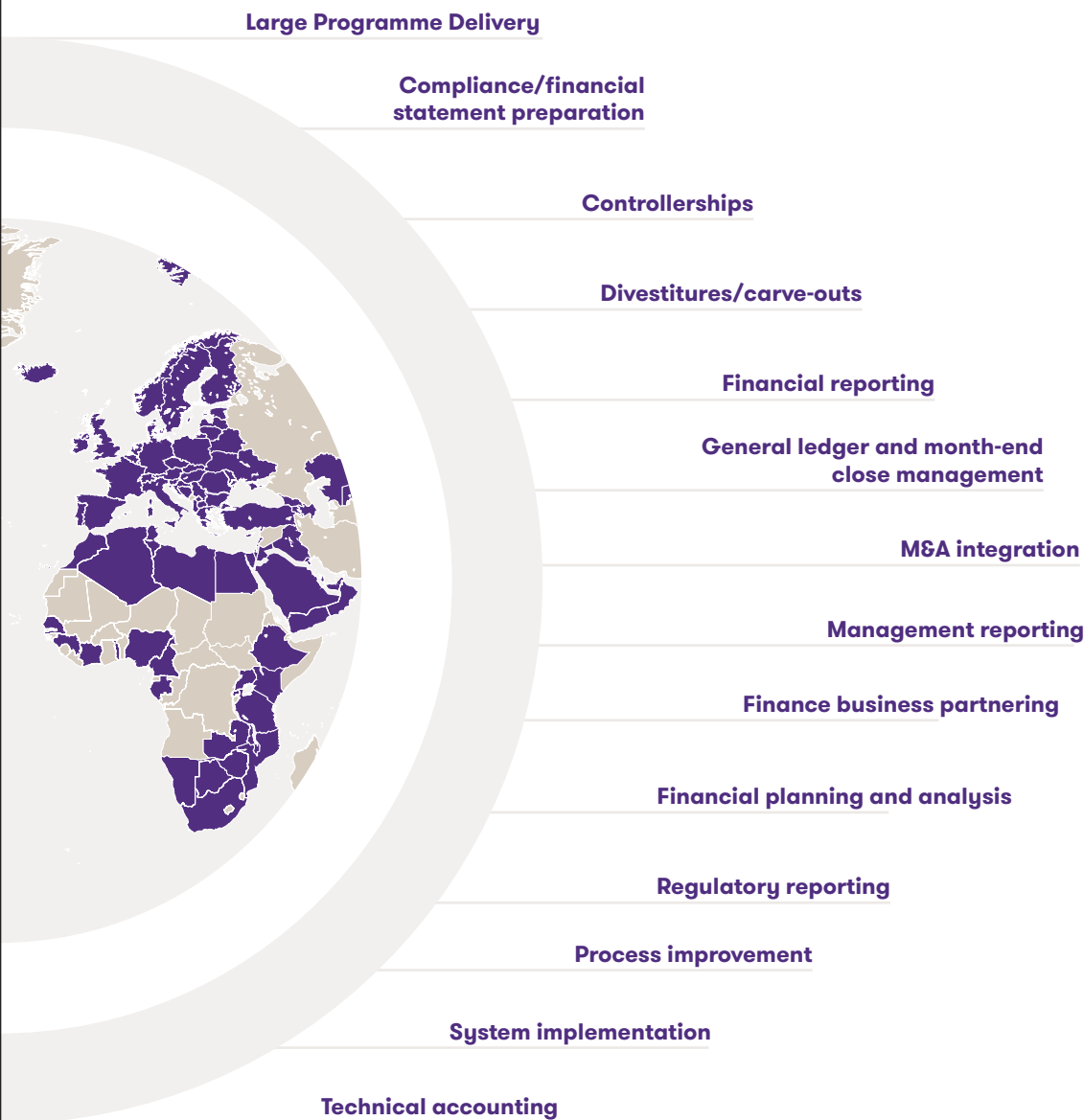
Assist in augmenting your finance function's proficiency and performance



Capabilities and core values

We provide our clients with highly efficient, experienced, agile finance professionals who seamlessly integrate into our clients' organisations and deliver with speed from day one. They combine Grant Thornton's core values with experience to deliver superior results.

CAPABILITIES



CORE VALUES



Our finance professionals Sample profiles



10 - 20+ years experience

Skills: Accounting, Finance Leadership, US GAAP and IFRS, Statutory Accounting, Business Partnering, Inventory Finance

Qualified accountants with top tier firm training and over 15 years' experience in senior Finance roles across NASDAQ listed Pharmaceuticals and Technology multinationals.

Highly analytical with multinational budget, forecast and transfer pricing experience.

Experience:

Director of Accounting

Global biopharmaceutical firm

As a senior member of the finance team, led IFRS/US GAAP reporting and global inventory accounting teams. Managed internal and external stakeholder relationships. Responsible for month-end and quarter-end reporting and review, as well as supporting on technical accounting issues.

Director of Accounting

Global technology firm

In charge of multiple EMEA and APAC entities, including responsibilities for payroll and sales commissions. Responsible for EMEA and APAC month-end close process and responsible for statutory accounting – local reporting and audit program.

Senior Finance Manager

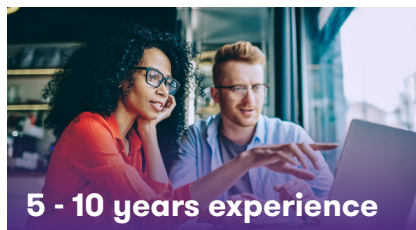
Global technology firm

Implemented a new accounting system with enhanced functionality for group consolidation and local reporting. Accounting lead on a group wide project to reorganise the tax and legal structure of international operations.

Associate Director

Global pharmaceutical company

Managed a finance team for a number of key international entities, including tight month-end and year-end closes under US GAAP. Managed statutory filings and liaised with internal and external auditors, acting as a business partner to a number of functions. As Interim Head of the Inventory Finance team, responsible for \$300m gross value of inventory, US GAAP close, inventory and manufacturing P&L accounting and reporting, and acted as a supply chain business partner.



5 - 10 years experience

Skills: Irish GAAP and IFRS, financial analysis, accounting and reporting, general ledger accounting, strong experience in Sap, S4 Hana, Sage, IBM Cognos and Onestream.

Strong communicator, flexible in managing multiple tasks and tight operational deadlines. Proficient stakeholder manager.

Top tier firm trained qualified accountants; BS in Economics, Post-graduate degree in Financial Management and MS in Applied Finance.

Experience:

General Ledger Accountant

Large technology firm

Responsible for a number of entities across the EMEA and APAC region. Posted journals, prepared monthly management accounts, prepared VAT returns, monthly balance sheet reconciliations, monthly P&L analytics, statutory accounts preparation and liaison with auditors.

Responsible for reviewing junior member's journal postings and monthly balance sheet reconciliations. Involved in the testing phase of SAP S/4 Hana implementation. Provided S4 Hana training to new members of the team.

Process Efficiency Taskforce Member

Pharmaceutical firm

Worked to reduce invoice backlog and improve supplier experience.

Prepared weekly analysis communications to Leadership Teams, Site Leads and Finance leads.

Financial Accounting and Reporting

Listed domestic bank

Responsible for preparing month end journals, preparing reconciliations, updating fixed asset register, uploading invoices to iPOS, reviewing capital expenditure purchase orders on iPOS and preparing a number of the FINREP templates for Q2 2017.

Responsible for the preparation of the Group's year-end and interim financial statements.

Preparation of monthly management accounts; quarterly accounts and relevant regulatory filings of a financial services institution regulated by the Central Bank of Ireland.



3 - 5 years experience

Skills: Accounting and financial reporting, audit, financial modelling, preparation of financial statements including iXBRL returns, strong analytical and problem solving skills, excellent communication skills, proficient in Workday, SharePoint, TM1, Oracle, Power BI, and Jira.

Trained and qualified accountant; BS in Business Studies.

Experience:

Record-to-Report Accountant

US transportation company

Involved in month end close processes which included accruals and prepayment calculations, month end close journal preparation and balance sheet reconciliations.

Senior Revenue Accountant

US transportation company

Responsible for all month end, quarterly and year end revenue activities and worked with the CFO in presenting monthly results.

Assistant Audit Manager

Professional services firm

Responsible for planning, co-ordinating and reviewing the audit of corporate clients.

Supervised and organised an audit team to ensure that audit activities were carried out in a timely and efficient manner and in accordance with set policy and procedures.

Responsible for substantiating financial transactions by auditing documents for small/medium and large sized companies/groups.

Extensive control experience and gained an understanding of client control environments to determine most appropriate audit testing and approach.

Experience in preparation of client financial statements (including iXBRL returns) and corporate tax returns.

Client relationship manager for a portfolio of clients - prepared monthly management accounts, presented annual accounts to Board of Directors and also assisted with the incorporation of legal entities.

Contacts

Key management contacts for our Flexible People Solutions team:



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Grant Thornton

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