

Cost Accounting Solutions Analyst

Job Req ID: 14652

Closing Date: 03 March 2022

Publication: Internal & External

Vacancy Type: Permanent

Date Posted: 03 February 2022

Vacancy in the Directorate of Internal Services.

ESA is an equal opportunity employer, committed to achieving diversity within the workforce and creating an inclusive working environment. We therefore welcome applications from a qualified candidates irrespective of gender, sexual orientation, ethnicity, beliefs, age, disability or other characteristics. Applications from women are encouraged.

This post is classified A2-A4 on the Coordinated Organisations' salary scale.

Location

ESTEC, Noordwijk, Netherlands

Description

Cost Accounting Solutions Analyst in the Cost Accounting Section, the Accounting Division Finance, Planning and Controlling Department, Directorate of Internal Services

If selected for this position, you will, under the direct authority of the Head of Section, be responsible for the readiness of the Agency's Cost Management and Timesheet systems and processes, and for designing, implementing, and maintaining financial and accounting report templates. You will also be responsible for the correct and proper implementation of the master data for the Agency's programmes and activities in its financial system.

Duties

As the in-house expert for cost and financial systems, specific duties include:

Cost Model implementation, maintenance & operational support:

- Cost model mapping and implementation,
- Process mapping and development,
- Gathering, analysing, and documenting solution requirements. Using LEAN techniques develop business process designs and improving operations via process re-engineering efforts,
- Maintaining master data: Fund Management and organisation structure,
- Maintaining and updating Distribution and Assessment Cycles.
- Ensure system readiness for cost accounting operations (periodic & yearly closures),
- Data analysis and reconciliations,
- Produce periodic financial and cost accounting reports and develop/update related dashboards,

System & process evolution - ERP (S/4HANA, CO, FI, FM, TAS)

- Assisting the Finance teams in developing and maintaining requirements/specifications and test cases for new or enhanced functionalities,

Coordinating with the IT teams and leveraging relevant process and technology

- Carrying out root cause analysis and assessing issue trends,
- Reviewing and testing the efficiency and effectiveness of solutions proposed by IT support,
- Performing deployment tests and validating results thereof,
- Supporting systems evolution and related digitalisation initiatives, including the development of Data Lake and related dashboards.

Technical competencies

Strong experience with cost accounting processes and tools with a track record in producing financial and cost accounting reports.

In-depth technical expertise in SAP FI-CO, FI-FM and sub-modules including customizing and functional specifications and alignment with SAP development team.

Proven track record of delivering implementation of SAP solutions for Public Sector.

Experience in implementing and/or supporting the integration of SAP FI-CO with Timesheet System.

Strong analytical skills and proficiency using ad hoc query and analytical tools (Excel, Tableau, Power BI...).

Ability to use business knowledge, sound judgment to design and deploy reliable and sustainable solutions.

Behavioural competencies

Result Orientation

Problem Solving

Operational Efficiency

Teamwork Customer Focus

Planning & Organisation

Continuous Improvement

Education

A Master's degree in accounting, economics or financial disciplines is required. Applicants with a Master's degree in an IT discipline, complemented with practical experience in financial & cost accounting in the SAP environment, will be considered.

Additional requirements

Candidates must have expert knowledge of cost management and the SAP environment (SAP modules certification e.g. CO, FI, FM, experience of SAP queries/ reporting tools), as well as expert/technical knowledge and understanding of S/4HANA. strong knowledge of accounting standards IPSAS and/or IFRS, experience in assessing benefits, costs, and feasibility of proposed solution options, ability to collaborate and drive consensus across a diverse group of stakeholders with different priorities, in-depth knowledge of the ESA / international organization procurement process and implementation. together with an aptitude for effective communication and collaboration in an international environment are essential.

Strong written and oral communication, interpersonal and problem-solving skills are prerequisites, as is a willingness to take on demanding tasks in an environment subject to rapid evolution and change. Candidates must also have excellent planning and relationship management skills.

Other information

For behavioural competencies expected from ESA staff in general, please refer to the [ESA/Competency Framework](#).

The Agency may require applicants to undergo selection tests.

At the Agency we value diversity and we welcome people with disabilities. Whenever possible, we seek to accommodate individuals with disabilities by providing the necessary support at the workplace. The Human Resources Department can also provide assistance during the recruitment process. If you would like to discuss this further please contact us email contact.human.resources@esa.int.

Please note that applications are only considered from nationals of one of the following States: Austria, Belgium, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, the United Kingdom and Canada, Latvia, Lithuania and Slovenia.

According to the ESA Convention, the recruitment of staff must take into account an adequate distribution of posts among nationals of the ESA Member States*. When short-listing for an interview, priority will first be given to internal candidates and secondly to external candidates from under-represented or balanced Member States*.
(<https://esamultimedia.esa.int/docs/careers/NationalityTargets.pdf>)

In accordance with the European Space Agency's security procedures and as part of the selection process, successful candidates will be required to undergo basic screening before appointment.

Recruitment will normally be at the first grade in the band (A2); however, if the candidate selected has little or no experience, the position may be filled at A1 level.

*Member States, Associate Members or Cooperating States.