

## Financial and Internal Controller

Pour un Sourire d'Enfant (PSE) - For a Child's Smile is a non-profit organization founded by Christian and Marie-France des Pallières, operating in Cambodia since 1995. Its mission is to help children escape from destitution and lead them to decent, skilled and well-paid jobs.

Recognized by the local authorities, PSE is working in respect of the country with the Cambodians and thus supports sustainable development.

Six main programs – adapted to the needs of the children – have been developed: food, health, protection, education & schooling, vocational training and help for families.

PSE helps more than 6,500 children and more than 6,000 graduates from PSE Vocational Training program graduates have already successfully integrated the job market with a real qualified position. PSE employs more than 650 people in Cambodia (Phnom Penh mainly) and 6 staff at the headquarters in France. 400 volunteers in different countries are actively working on making the organization known through fundraising donations and sponsorships.

In 2000, PSE received the French Human Rights Prize from the French Republic.

**Location:** Phnom Penh, Cambodia

**Starting date:** 02/2023

### **Job description:**

Upgrade the financial planning and analysis skills of the Finance team. Ensure a proper internal control, coordinate audits and risk assessment.

### **Missions:**

#### 1. Financial planning and analysis

- Strengthen the budgeting process
- Develop new dashboards and analysis for expenses reporting & controlling
- Coach and develop the 2 financial analysts of the Finance team
- Get an in-depth understanding of the ERP in order to train the Finance team and suggest improvements

#### 2. Internal control

- Document and strengthen PSE internal control framework, including group policies, segregation of duties and risks assessment in order to ensure that the PSE has adequate controls to prevent unintentional and intentional errors in financial reporting, processes and business operations.
- Coordinate the work of internal and external auditors
- Work collaboratively with business and process owners to implement and monitor remediation efforts that result from audit, ensuring the effective implementation of corrective actions.

**Profile:****1. Education**

- Master's degree in finance/accounting/audit
- At least 3 years of professional experience
- Proven experience in internal control, for example in an audit firm
- 1st experience in Financial Planning and Analysis or cost controlling preferred

**2. Skills**

- Critical thinker
- Analytical and problem solving skills
- Strong verbal and written communication skills
- Excellent organizational and interpersonal skills
- Self starter and independent
- Flexibility in addressing changing priorities
- Patient, acute sense of pedagogy
- Advanced Excel user
- Familiar with ERP
- Fluent in English (Khmer and/or French a plus)

**Status:** VSI ou Contrat local

**Details and contact :**

[www.pse.org](http://www.pse.org) for comprehensive information concerning PSE

Applications with cover letter and resume should be sent to [rh-france@pse.org](mailto:rh-france@pse.org)