

## **Job Offer Management Control**

### **Présentation de PSE :**

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 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 6,000 children and more than 4,500 graduates from PSE Vocational Training program already have successfully integrated the job market with a real qualified position.

PSE employs more than 600 people in Cambodia (Phnom Penh mainly) and 5 staff at the headquarter in France. 300 volunteers in different countries are actively working on making the organization known, on fundraising donations and sponsorships.

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### **Job Position: Management control**

Reporting to the General Director, in Phnom Pen, the position consists in management control over operation effectiveness and financial reliability. He/she will work closely with all department directors to carry out the accurate submission of data to be input in PSE dashboards.

Analysis and definition of the key management indicators

### **Missions :**

- **Assist Management in the management control set up:**
  - Continue the work that has been started to set up Management control
  - Finalize and continue to enhance the relevant KPIs and make sure they are representing key PSE activities
  - Finalize the Dashboard reorganization to give the NGOs accurate monitoring tools.
  - Follow up the implementation of the new SI tools and make sure they are answering to management control needs.
  
- **Ensure proper reporting:**
  - Perform cost analysis, expenses control, control finance processes.
  - Report result, trends, comparison to objective
  - Make sure dashboards are well-maintained
  - Accompany change with Directors and Managers – Necessary awareness and training.
  - Support Managers/Directors in their objectives setting, budgeting and follow-up
  
- **Support the analysis of the organization changes**

- Assist management with the necessary study and analysis to support vision implementation and organization change impacts
- Assist with Associated SI tools necessary modification
- **Support finances department during financial audit**
  - Provide necessary information to financial auditors on the budget versus real evolution.

**Profile:**

- Master's degree finance/accounting
- Proven experience in Management control
- National Accounting law and system and (French) accounting principles and procedures
- Budgeting methodologies
- Ability to perform cost analysis, strong analytical skills
- Perfect knowledge of Excel and databases
- Familiar with IT finance tools (ERP)
- Excellent written and spoken English (Khmer is a plus)
- Relationship builder, powers of persuasion

**Practical information:**

**Type of Contract:** Limited duration with a minimum period of one year, 2 to 3 years being preferable.

**Compensation:** monthly gross salary of \$1000 minimum.

VSI contract for European Union Nationals, providing comprehensive coverage for healthcare, assistance/repatriation insurance, pension contribution, plane ticket one way and return, plus round plane ticket once a year to home country

**Localization:** Phnom Penh, Cambodia

**Starting date:** may 2021

**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)