

# Finance Manager, Europe

## Overview

Prosci is a global leader in change management and the provider of choice for 80% of Fortune 100 companies. In April 2023, Prosci affiliates Nexum and CMC Partnership Global were acquired by Prosci, building on Prosci’s momentum of expanding its global presence in recent years. This new European division, known as Prosci Europe, operates and delivers Prosci’s portfolio of change management solutions in Belgium, Denmark, France, Republic of Ireland, Italy, Luxembourg, Norway, Sweden, the UK, and some French-speaking regions of Switzerland.

To ensure we can continue our growth trajectory in Europe and meet our business objectives we are looking for a technically strong Finance Manager with experience of IFRS (preferably GAAP) reporting and post-acquisition/merger accounting to join our European team.

The role offers a unique opportunity to join a fast-growing global company and play a key role in setting up and organizing the European Finance function. It will suit a qualified chartered accountant with experience of managing finance process improvement and integration projects alongside business-as-usual activities, most likely within a multinational professional services organisation or similar.

## The Role

Key responsibilities include:

- Manage Europe finance team including Accounts Receivable, Accounts Payable, Management Accounting, Tax & Treasury.
- Oversee month-end and year-end close processes, including review of subsidiary performance and preparation of group consolidation.
- Preparation of budgets, forecasts, and analytical reports for the European region.
- Manage quality control over financial transactions and reporting.
- Coordinate the preparation of regulatory reporting & produce financial statements.
- Manage and comply with in-country government reporting requirements and tax filings.
- Key liaison for external audit process & external tax advisory.
- Provide financial insights to support strategic decision making.
- Develop a set of pan Europe finance related policies and procedures.
- Establish and maintain strong internal controls for financial processes.
- Recommend and implement cross-country financial management processes for Prosci Europe.
- Lead and develop the European finance team.



- Ensure effective communication and collaboration within the finance function and with other departments.
- Work with the European Financial Controller and Centre of Acceleration to ensure financial activities in Europe align with the overall corporate financial strategy.

## The Person

Based on this role's scope and responsibilities, we are seeking candidates with the following qualifications, skills, attributes, and competencies:

### Minimum:

- ACCA/CIMA/CA qualification, or European recognised equivalent is essential.
- Strong commercial finance & group accounting experience across multiple organisations, currencies, and countries.
- IFRS experience is essential, experience in US GAAP is desirable.
- Knowledge and experience of European statutory filings/taxes is essential.
- Expert user of Microsoft Excel and strong overall proficiency in Microsoft Office Suite.
- Familiarity with financial ERP systems and various accounting software packages and CRM's.
- Excellent verbal and written communication skills, able to present financial concepts in easily understood language to management and staff at all levels of the organisation.
- A talented people manager with a track record of building effective teams and encouraging ideas.
- Fluent in business English

### Preferred:

- Previous experience of managing a remote or hybrid culturally diverse team would be useful.
- Fluency or professional competency in French and/or other European languages is highly desirable as the post-holder will be responsible for financial oversight of all Prosci Europe country entities.
- Experience of managing finance system integration projects is preferred.

**Travel Requirements:** Minimal- some European travel required for team meetings.

**Work Location:** Remote or hybrid if post holder located within commuting distance of a Prosci Europe office base.

**If you would like to apply for this role, please send your CV to [talenteurope@prosci.com](mailto:talenteurope@prosci.com)**

At Prosci, you'll find more than a job. Here, you can contribute to meaningful work in the world, co-create your professional experience, and learn and grow. Our global team is rich in experiences and passion for helping our clients create change success, and we will provide you with the formal training and in-post mentoring you need to flourish.

We offer a competitive compensation package including participation in an annual bonus scheme, LinkedIn Learning access, and multiple employee-led interest and resource groups. If you're ready to launch your career in change management Prosci is the place to be! Apply now and be part of something extraordinary.

Prosci is an equal opportunity employer that is committed to inclusion and diversity. Employment opportunities at Prosci are available to all applicants, without regard to race, color, religion, sex, sexual orientation, gender identity, genetic information, national origin, age, disability, or any other legally protected characteristics. You can learn more about our efforts to build a more inclusive, equitable and diverse organisation: <https://www.prosci.com/about/dei>.

Due to the volume of CV's we receive for each role we are unable to reply to every applicant individually. If you have not received a response from us within 30 days of submitting your CV, you should assume your application has been unsuccessful.

By applying for this role you are consenting to your personal data being shared with Prosci Inc (US-based), or Nexum Group SRL AND/OR **any** of its group entities trading as Change Management Africa SARL, CMC Italy SRL, CMC Partnership Asia PTE Ltd, CMC Partnership Global Ltd, CMC Partnership SA (PTY) Ltd, CMC Partnership (Schweiz) GmbH, NEXUM Belgium SPRL, NEXUM France SARL, NEXUM Luxembourg SA, NEXUM Nordics ApS, NEXUM Switzerland SA. This means that your data may be shared and/or stored outside of the country of application for up to 5 years, in the locations of any of the aforementioned affiliates or with Prosci Inc in the United States, for the purposes of reviewing your application and presenting you with any suitable future employment opportunities.

**Founded in 1994, Prosci is a global leader in change management and the provider of choice for 80% of Fortune 100 companies.** Prosci combines scientific research with the people side of change to deliver results-focused solutions that enable clients to achieve change outcomes and grow organizational change capability. Prosci maintains the industry's largest body of change management research—the basis for the company's tools, methodologies, advisory services, and role-based development programs. To date, Prosci has certified over 100,000 change management practitioners worldwide.

The company is headquartered in Fort Collins, Colorado, with offices in Europe, Australia, Brazil, Canada, Chile, Colombia and Mexico, plus a number of Prosci Partners around the globe. Prosci is continually expanding directly and through its global partner network to ensure change success for clients no matter where they are located. Check out our website for more about our team and approach: <https://www.prosci.com/about>.