

Job Title:	Finance Manager
Reports to:	Head of Finance/Chief Financial Officer
Location of Role:	Head Office, Navan, Co. Meath
Job Purpose:	<ul style="list-style-type: none"> To develop and produce complete, accurate and timely management information to assist the effective management of the business To produce and enhance business line analysis reporting to enable more accurate profitability and margin analysis reporting To provide finance support to the business – in particular the Employee Benefit and Variable Annuity Business lines To ensure tight financial control on expenditure is maintained and to monitor and report on same Assist Head of Finance in the budgeting and forecasting process Assist with the implementation of new systems and finance improvement initiatives, including ad-hoc projects as required To promote the Performance Management System and provide effective leadership in line with corporate goals
Required Qualification & Experience:	<p>Required / Desirable Qualifications and Experience</p> <ul style="list-style-type: none"> An experienced accountant with a strong background in financial services. A minimum of 5 to 10 years experience, with 3 to 5 years at management level. Background in insurance and/or investment accounting desirable Working experience of managing and motivating a small finance team Working knowledge of Irish GAAP and IFRS Familiarity with rating agency processes desirable Good numeric skills with a high level of attention to detail and accuracy Good communication and interpersonal skills Ability to work under pressure and to tight deadlines <p>Critical Competencies</p> <ul style="list-style-type: none"> Communication – effectively communicates in written and verbal form. Delivering Excellence – Being committed to improving how we do things and ensuring that skills and knowledge are continually updated to meet the changing demands Flexibility – Able to adapt to meet the changing needs of the business; shows a flexible approach to working and adapts to different working conditions and challenges Organisational Awareness – Remains focussed on the organisation and their objectives, aims and needs at all times. Working with others – Being able to build excellent relationships with others in order to achieve a shared goal Quality Standards – is able to work to a high standard and to monitor those standards to ensure high levels of accuracy Customer Service – is able to provide a quality support service to non-Finance managers Leadership – Proven leadership skills – being able to inspire and encourage others to meet their targets and to identify the strengths and limitations they may have; looks to develop potential; gives feedback to stimulate performance. Team Work – must contribute as a member of a small team where there is considerable overlap of responsibilities and be able to assist colleagues when required.

Generali PanEurope Limited

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