

Mid / Senior Accountant

About RedCompass Labs:

RedCompass Labs helps financial institutions deliver profitable, secure, end-to-end payment and financial crime services and solutions.

RedCompass Labs provide advanced data-led AI payments testing technology as well as delivery-focused consulting, managed services, and world-class workshops on vast array of subjects including Future of Payments and ISO 20022.

RedCompass Labs is committed opening the doors of finance to all and keeping those inside safe. They are especially focused on disrupting financial crime that affects the most vulnerable. To this end, they have invested in R&D, data science and created the RedCompass Labs RedFlag Accelerator, the global most comprehensive database of modern slavery and human trafficking red flags for the financial industry. In 2020, the RedFlag Accelerator won the PayTech for Good Award.

Today, RedCompass Labs support its clients from its seven offices in London, Singapore, Tokyo, Belgium, US, Canada and Warsaw.

For more information about RedCompass Labs, please visit www.redcompass.com

About the Role:

We have grown rapidly in recent years from a single entity to an international group. Our requirements and understanding both internally and externally have greatly increased as a result. This role is at the heart of our company- instrumental in making sure we maintain accurate financial information and records but also inputting to the commercial lens in which we view our business. We want a best-in-class performer who strives to continually push themselves and others to high standards.

The role requires a person who likes details yet is committed to meeting deadlines. It is also really important you are willing to roll your sleeves up and apply yourself to any task, no matter how big or small.

In particular, you will hold some key responsibilities:

Day to day operation:

- Management of AP and credit card expenses.
- Support day to day operation by inputting supplier invoices and expense claims in SAGE accounting system and online banking.
- Involvement in weekly payment run and any other accounting related to bank transactions.
- Support Senior Accountant on payroll journals
- Create journals for month end closing, includes prepayment and accruals.
- Balance Sheet reconciliations.

Financial Reporting:

- Support the Senior Accountant and Financial Controller with compliance works include statutory audit and reporting, VAT and corporation tax reporting.
- Ad Hoc project work as required by the Business below are a few examples:
 - Investigate how to export batch payment files from SAGE.
 - Create manuals and document accounting processes and procedures.
 - Support migration and implementation of new accounting system. Create migration data.
 - Support implementation of new expense claim system.
 - Taking part in ongoing accounting and tax projects; initiate new projects for internal improvements

Financial Compliance

- Management of our local tax, payroll and legal advisors in Poland
- Responsible for ensuring we submit the correct legal and compliance filing, including taxation.

Essential requirements for the role include:

- Fluency in written and oral English
- Good working knowledge of the local country tax, statutory and labor and employment rules and regulations
- 3 - 5 years of post-qualification experience with accounting, finance or tax department
- Good knowledge of Microsoft Office tools and particularly in MS Excel

It will be nice if you also:

- Have any experience with the European market
- Have working knowledge of SAGE Line50 and or Sage Intacct
- Worked with Power BI/ Power Query
- Are familiar with IFRS
- Experience in Tax Compliance and reconciliations preferably in mid-sized, international organizations (in-house) or consulting/accounting companies

Employment with RedCompass Labs includes the following competitive benefits package:

- Starting salary of *11 000 - 13 000 PLN* on contract of employment
- Up to 10% of annual earnings as a personal performance bonus
- Medical insurance (including dental) for you and your family
- Hospital insurance
- Travel insurance for you and your family
- Life & Disability Insurance and death in service benefit
- Private pension programme (PPE with 3.5% employer contribution)
- Multisport card
- 28 days annual holiday plus Public & Bank holidays and Company Holiday Day

- 7 days of full-paid Sick Leave
- Training budget
- A bright and airy working environment in a brand-new WeWork office in the centre of Warsaw, with free snacks and beverages available

RedCompass Labs is committed to promoting and supporting a diverse and inclusive workplace, ensuring fair and equitable treatment for all. This fuels innovation and enables us to work better together with each other and for our clients.