

CMC327 – Head of Finance, Germany

Department Finance
Reporting to Head of Finance – UK & Europe

Since launching in 1989, CMC Markets (CMC) has become one of the world's leading online financial trading businesses. CMC is listed on the London Stock Exchanges and serves retail and institutional clients through regulated offices and branches in 14 countries.

CMC offers an award winning online and mobile trading platform, enabling clients to trade up to 10,000 financial instruments across shares, indices, foreign currencies, commodities and treasuries through contracts for difference. In Australia, the Group also offers stockbroking services.

CMC is committed to recruiting, developing, retaining and motivating exceptional people who are talented, innovative and focussed on delivering excellence. We acknowledge that this goes hand in hand with the Group's ongoing and future success. This is achieved through embedding the Group's values throughout the workforce as well as offering competitive rewards and benefits.

The Group values centre on quality, clients and integrity.

- Put clients first
- Lead with quality
- Set the standards

More detail on the Group can be found on <https://www.cmcmarkets.com/group/>

ROLE AND RESPONSIBILITIES

Ensure strong financial governance and control as well as production of timely, accurate and relevant financial, regulatory and management reporting to support CMC's European business.

Responsibilities:

Financial Control

- Providing subject matter expertise on German GAAP
- Overseeing the maintenance of accurate books and records of CMC Markets Germany GmbH and its branches, both in German GAAP, where required, and IFRS, including:
 - Ensuring accurate and up-to-date balance sheet reconciliations are produced and maintained;
 - Preparation of end of year statutory accounts for CMC Markets Germany GmbH and assisting with auditors' queries and deliverables
- Adhering to internal and external financial reporting deadlines
- Implementing/adhering to internal control procedures within the Finance Department

- Liaising with the Tax Department to assist with tax compliance and effective tax planning

Regulatory Reporting

- Adhering to regulatory reporting requirements and submission deadlines

Budgeting and Forecasting

- Reviewing and challenging the annual budget and half-yearly re-forecast processes for the CMC Markets Germany GmbH subsidiary

Management Reporting

- Overseeing the production of accurate management accounts on a monthly basis for CMC Markets Germany GmbH, to the agreed timetable
- Overseeing the reporting of variance analysis against budgets, forecasts and prior months with written commentaries for the entity
- Discussing the office management accounts and highlight key risks and opportunities on a monthly basis with the Head of Germany and other Directors
- Liaising with the Head of the German Office and Directors to understand and challenge performance against defined KPIs

Process Improvement

- Maintaining, developing and implementing consistent and best practice financial control procedures for CMC Markets Germany GmbH, to ensure accurate recording of transactions in the Company's financial reporting systems.

Other

- Maintaining personal/professional development to meet the changing demands of the role, including all relevant regulatory and legislative training
- When dealing with all customers, clients or colleagues ensure that we provide a clear, fair and consistent high quality service that presents a professional and positive image of CMC Markets
- Undertaking such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this role

General

- Maintain personal/professional development to meet the changing demands of the role, including all relevant regulatory and legislative training
- When dealing with all customers, clients or colleagues ensure that we provide a clear, fair and consistent high quality service that presents a professional and positive image of CMC Markets
- Take all reasonable steps to ensure appropriate confidentiality
- Undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this role

KEY SKILLS AND EXPERIENCE

Essential

- Qualified accountant
- Fluent in German and English, with strong written and verbal communication skills
- German GAAP and IFRS reporting knowledge
- Knowledge of German financial services regulatory reporting requirements
- Financial Services experience
- Intermediate/Advanced Excel knowledge
- Process improvement skills

Desirable

- Previous global investment industry experience
- Experience of Oracle Financials and Hyperion Financial Management

CMC Markets is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

KEY OBJECTIVES/KPIS

- As per performance review

COMPETENCIES

- Managing customer service standards and performance
- Developing people and teams
- Leadership
- Decision making
- Business acumen
- Resilience and drive
- Communication and stakeholder management

The Company reserves the right to review, alter and amend job descriptions from time to time in line with business requirements.

Job Holder Name: _____

Manager Name: _____

**Job Holder
Signature:** _____

Manager Signature: _____

Date: _____

Date: _____