

ROLE DESCRIPTION:
ACCOUNTANT

WHAT YOU DO

Participate in generating and ensuring accuracy of monthly, quarterly, and yearly reporting.

Take lead in various projects in the Company and provide various accounting solutions in line with the applicable accounting standards and processes in the industry.

Communicate with auditors and stakeholders internal and external for the responsible work areas.

Reviewing notices received from the Income tax department and assisting in preparing replies

WHO YOU ARE

Personality

Open to change and taking part in creating an organization for the future

Curious, innovative, and forward thinking

Self-reflective and empathetic

Professional skills

Relevant experience from previous accounting roles

High analytical capability

Great communication and team collaboration skills

HOW YOU DO IT

By acting in line with our values, having the right mindset and (if applicable) leadership you contribute to H&M's business success.

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it.

WHAT YOU DO

Your responsibilities

Direct Taxes	<ul style="list-style-type: none">● SPOC for all Direct tax and Transfer Pricing communications.● Responsible for reviewing notices received from tax authorities.● Collating and preparing information required to be submitted to tax authorities● Liaising with external consultants and assisting in preparing replies to notices and filings● Ensuring submission of replies in a timely manner● Replying to authorities in a manner to minimize the penalties and liabilities on the Company of tax● TDS return preparation and filing, ensuring timely compliance.● Reconciliation with TRACES/26 AS Balance and ensuring accurate accounting.
Financial statements and reporting and project management	<ul style="list-style-type: none">● Communicate with external audit authority● Participation in reporting to holding company according to IFRS● Building financial resilience by providing relevant technical expertise and doing financial reporting accurately● Analyzing impact of various accounting/legal/taxation changes on business● Preparing and conducting presentations for educating business users regarding accounting and direct tax related changes● Ensure risk identification, escalation, investigation and mitigation.● Drive system and process improvements for omni business

WHO YOU ARE

Your knowledge

Knowledge=education, skills, experience

Education	<ul style="list-style-type: none">● Chartered Accountant with minimum 4-5 years of experience
Skills <i>list the most important skills needed to perform the job. Skill is defined as ability to use knowledge in execution and performance. Skills can, but don't have to be related to formal education, eg. accounting skills, digital marketing, stakeholder management, communication skills.</i>	<ul style="list-style-type: none">● High analytical capability● Great communication and team collaboration skills● Ability to influence and align stakeholders in other teams to drive results● Fluent in English, both written and spoken
Experience <i>list relevant previous work related (and private if applicable) experience that could be beneficial for the role</i>	<ul style="list-style-type: none">● Relevant experience from previous accounting roles● Experience in providing accounting guidance● Experience in replying to direct tax authorities for notices● Experienced MS Teams, SharePoint, Excel, PowerPoint
Personal Characteristics How you lead and what drives you	<ul style="list-style-type: none">● INFLUENCING<ul style="list-style-type: none">- Is a natural agile leader who enjoys taking responsibility for others- Engage and inspire others- Can sell ideas to others● FLEXIBLE<ul style="list-style-type: none">- Adapts easily to new challenges and circumstances

- Has the ability to change direction when needed
- Is motivated by variety and ever-changing surroundings
- DECISIVE AND ACTION ORIENTED
 - Has a high energy level and stamina
 - Gets things done
 - Makes quick decisions even if information is missing
 - Thrives in a high-pace environment
- SOCIALLY CONFIDENT
 - Is socially skilled and outgoing
 - Is a talented presenter
 - Loves to initiate new contacts
 - Gets along with most people
- COMMUNICATIVE
 - has a wide network of contacts
 - communicates openly with others
 - can maintain relationships
 - prefers working in a team

HOW YOU DO IT

Your behaviors: living the values, growth mindset, leadership (if applicable)

No matter what your role may be at H&M – WHAT you do is as important as HOW you do it. This part applies to all roles at H&M and should not be edited.

<p>Our Values The spirit that defines our culture and reflects the heart and soul of H&M</p>	<p>Values in action Our values described as behaviors – shared by all H&M colleagues regardless of role</p>		
<ul style="list-style-type: none"> ● We are one team ● We believe in people ● Entrepreneurial spirit ● Constant improvement ● Cost conscious ● Straight forward and open minded ● Keep it simple 	<p>TEAM PLAYER</p> <ul style="list-style-type: none"> ● Being open minded ● Communicating clearly ● Enjoying teamwork ● Being flexible 	<p>RESULT DRIVEN</p> <ul style="list-style-type: none"> ● Working towards goals ● Trying new things ● Improving efficiency ● Developing yourself 	<p>BUSINESS MINDED</p> <ul style="list-style-type: none"> ● Focusing on customer value ● Taking responsible decisions ● Seeking opportunities ● Seeing the bigger picture
<p>Growth mindset (also called the agile mindset)</p>	<ul style="list-style-type: none"> ● Positive attitude to change / embrace challenges / persevere in the face of failure ● Desire to learn / putting effort to build new skills / learn from mistakes / ask for feedback and learn from it ● Find inspiration in success of others 		
<p>Leadership (if applicable)</p>	<p>This part is currently under review and will be updated as soon as the new version is finalized.</p>		