



Job Description

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Job Title Financial Controller (Brewery) - Gaborone, Botswana	Job Location Gaborone	Category -
Job Type Full Time	Job level Intermediate	Industry Manufacturing
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Manufacturing: 3 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The Financial Controller is responsible for ensuring financial excellence at the plant by implementing stringent controls and fostering accountability. This role ensures the reliability of cost accounting key figures, profit and loss (P&L) reporting, and operational discipline while enhancing financial visibility and predictability. The Financial Controller plays a crucial role in cost analysis, tax reporting, compliance, inventory management, and financial forecasting.

Responsibilities

Financial Management & Reporting

- Oversee the plant's financial closing cycle, ensuring accurate and reliable results, including transfer pricing, VIC/VLC, ZBB, and asset booking.
- Ensure first-time-right postings, avoiding accounting errors and manual journal postings.
- Analyze costs, variances in yields and consumptions, and reasonability of accruals.

Inventory & Asset Management

- Manage plant inventory and capital expenditure (CAPEX), ensuring compliance with booking procedures and asset management processes per PRC and IFRS standards.
- Conduct physical verification of assets, stock movement analysis, and quarterly stock count reviews.
- Ensure inventory management compliance for finished goods (FGs), raw materials (RMs), and spare parts.

Compliance & Internal Controls

- Serve as the first line of defense for internal controls, overseeing execution and compliance.
- Ensure accurate plant process controls, including PR-GR cycle, co-product lifecycle, and returnable package management.
- Oversee internal and external tax reporting, ensuring timely filings and compliance with local regulations.

Cost Control & Process Improvement

- Reconcile utility costs (water, electricity, effluent) between internal and municipal readings.
- Ensure compliance in Goods Receipt Note (GRN) processes and review reallocation journals to minimize manual postings.
- Conduct root cause analysis and implement process improvements.

Tax & Regulatory Compliance

- Manage excise validation and liaise with relevant authorities to ensure compliance with tax requirements.
- Work closely with Business Control Center (BCC) tax teams to meet all tax-related obligations.

Forecasting & Strategic Planning

- Support plant operations, financial planning, and performance management (PPM) teams in forecasting, providing inputs for long-term and yearly planning.
- Validate capitalization processes and manage impairments.

Education & Qualifications

- Bachelor's or Master's degree in Business, Accounting, Economics, Mathematics, Engineering, or Chartered Accountant (CA) qualification.
- 2–3+ years of experience in an industry-related role, preferably in a manufacturing setting.
- Experience in financial controlling, accounting, or cost management.

Characteristics

- Strong knowledge of SAP/Syspro, Business Warehouse, and Anaplan (preferred).
- Excellent understanding of accounting principles and financial reporting.
- Strong leadership and communication skills to collaborate with financial and non-financial stakeholders.
- Analytical mindset with the ability to synthesize complex issues into actionable activities.
- Ability to anticipate financial trends and provide strategic recommendations

Driving Licence

Not Required

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