

## Head of Accounting & Controlling

**Location:** Lausanne, Switzerland  
**Reports to:** Chief – Finance and Operations  
**Contract Type:** Permanent. 80 – 100%

### About Us

Founded in 1892, the International Skating Union (ISU) is the oldest international winter sports Federation and the second oldest International Sports Federation. The ISU is recognized by the International Olympic Committee, governing the sports of Figure Skating and Speed Skating.

Today, the ISU's vision is a world where everyone can experience and enjoy the thrill of skating and our mission is to sustainably grow and improve our sport by prioritizing our skaters, engaging our fans, nurturing partnerships and inspiring communities.

---

*Our DNA is to be Inspiring, Supportive, Unstoppable.*

---

### The Role

The **Head of Accounting & Controlling** is responsible for leading the ISU's accounting and financial control functions, ensuring the integrity of financial reporting, maintaining an effective internal control framework, and overseeing treasury activities. Reporting to the Chief - Finance & Operations, the role manages a small finance team and plays a key role in supporting governance, risk management, and strategic financial decision-making.

### Key Responsibilities

#### Accounting & Financial Operations

- Lead, mentor and develop the accounting team responsible for the day-to-day finance operations.
- Ensure the accurate and timely processing of all accounting transactions, including accounts payable, accounts receivable, general ledger, fixed assets and statutory reporting.
- Oversee the year-end closing processes and ensure that soft closes take place on at least a quarterly basis.
- Ensure compliance with applicable accounting standards, statutory requirements and ISU policies.

- Continuously improve accounting processes, controls and reporting efficiency.

### **Financial Control & Internal Controls**

- Maintain and continuously enhance the ISU's internal control environment.
- Develop, implement and monitor financial policies and procedures to ensure compliance and operational effectiveness.
- Identify financial and operational risks and implement appropriate mitigating controls.
- Support the implementation of best practices in governance and financial controls.

### **Treasury Management**

- Monitor the ISU's liquidity and working capital position.
- Oversee daily treasury activities, including cash management, payment approvals and banking relationships.
- Propose and implement appropriate FX hedging solutions
- Prepare and monitor cash flow forecasts and funding requirements.
- Support the optimisation of working capital and cash management processes.

### **Audit & Governance**

- Lead the preparation and coordination of the annual external audit.
- Act as the primary liaison with external auditors and coordinate the timely resolution of audit findings.
- Support the Chief - Finance & Operations in coordinating the activities of the Audit, Risk and Investment Committee.
- Prepare financial reports, presentations and supporting documentation for Executive Management, ISU Council and ISU Congress.
- Monitor the implementation of audit recommendations and internal control improvements.

### **Business Partnership**

- Provide high-quality financial analysis and advice to senior management.
- Contribute to budgeting, forecasting and financial planning processes.
- Support strategic initiatives through financial analysis and business insights.
- Foster a culture of continuous improvement, accountability and collaboration within the finance function.

### **Essential Requirements**

- Bachelor's degree in Accounting, Finance or a related discipline.
- Professional accounting qualification (CPA, ACCA, ACA, CA or equivalent) preferred.
- Minimum of 7–10 years of progressive experience in accounting, controlling or finance, including experience in a leadership role.
- Demonstrated experience managing a small finance or accounting team.
- Strong knowledge of financial reporting, internal controls and treasury management.
- Experience coordinating external audits and interacting with auditors.
- Strong understanding of corporate governance and risk management principles.
- Experience with Microsoft Business Central (MSBC) ERP is highly desirable.
- Experience in implementing or evolving ERP systems.

### **Desirable**

- Strong leadership and people management skills.
- Excellent analytical and problem-solving abilities.
- High level of accuracy and attention to detail.
- Strong organisational and project management skills.
- Excellent written and verbal communication skills.
- Driven by process improvement and open to technological advancement and automation.
- Ability to build effective relationships with cross-functional colleagues, auditor and banking partners.
- Fluent in English. Comfortable working in French language environment with excellent written and verbal communication skills.
- Advanced proficiency in Microsoft Excel and financial reporting systems.

### **Key Success Measures**

- Timely and accurate financial reporting.
- Effective leadership and development of the accounting team.
- Strong and well-documented internal control environment.
- Successful completion of annual audits with minimal findings.
- Effective cash flow and treasury management.
- High-quality reporting and support provided to Executive Management.
- Continuous improvement of finance processes, governance and operational efficiency.

## **Why Join Us**

Be part of the International Skating Union and make a direct impact on global skating events. Work closely with senior leadership in a dynamic, international environment where your financial and strategic expertise shapes key organizational decisions.

## **What We Offer**

- A unique opportunity to contribute to the financial planning and strategic coordination of a global sports federation.
- Exposure to senior leadership and organizational decision-making.
- A dynamic and international working environment in Lausanne.
- The chance to support the development of global skating events and initiatives.

## **How to Apply**

If you are eager to contribute to the ISU's strategic projects and enhance your experience in global sports leadership, we would love to hear from you.

Please submit your CV to [jobs@isu.org](mailto:jobs@isu.org) with the subject line:

***Head of Accounting and Controlling – [Your Name]***

Former athletes and skaters are strongly encouraged to apply, as their unique experiences are highly valued.