

SOX Control & Compliance Manager

At Birkenstock, our business is a reflection of who we are. We have a passion for our products, an appreciation of their heritage and a genuine belief in their benefits. Our business is a reflection of what we represent - quality products that are comfortable, unique, timeless and respectful of the world around us. Our mission is to deliver happiness and satisfaction.

To provide quality products and services, we need quality people. We are looking for talented people who share our values of accountability, responsiveness, excellence, teamwork, respect, integrity and a positive attitude.

JOB TITLE: SOX Control & Compliance Manager

LOCATION: Flexible

REPORTS TO: Corporate Controller

TYPE: Exempt

SALARY: \$145K - \$165K

Note: Relocation and any associated costs are the sole responsibility of the person hired for this position.

OVERVIEW

This position will be the first-line resource for Birkenstock USA, LP's (BUSA) Sarbanes Oxley (SOX program). Coordinates the SOX-related activities between BUSA, Birkenstock's global entities and external auditors. Partners with departments across the company to ensure a strong environment for internal controls. Updates and maintains company-wide control standards, performs SOX/audit projects and provides control-related training to process owners.

RESPONSIBILITIES

- This position will be the first-line resource for BUSA's Sarbanes Oxley (SOX) program.
- Coordinates SOX-related activities between BUSA, Birkenstock's global internal control leaders and external auditors.
- Executes BUSA's SOX program and partners with departments across the company to ensure a strong environment for internal controls.
- Serves as main point of contact for all SOX controls, supporting BUSA staff and Birkenstock's global internal control team.
- Updates and maintains company-wide control standards, performs SOX/audit projects, and provides control-related training to process owners.
- Delivers on key objectives that ensure SOX compliance at all levels of the business.
- Supports the internal process control owners and provides training as needed.
- Develops, deploys and maintains templates to support testing and compliance activities.
- Maintains SOX documentation and electronic records, including internal control matrices, risk mapping, narratives and flowcharts as needed.
- Takes ownership of executing overall audit programs.
- Works with process owners to provide sufficient support to evidence control performance, and coordinate with external auditors on document requests.

- Executes testing of internal controls on behalf of management.
- Supports external requests for SOX compliance evidence.
- Research and documents SOX issues and tracking remediation to conclusion.
- Reviews findings from internal and external audits and facilitates remediation plans.
- Consult with business partners and auditors on various matters, including evidence requests, information sharing and status updates.
- Performs periodic internal reviews of control process and executes process improvement audits as needed.
- Reviews new processes from an internal control perspective.
- Communicates required changes to process owners as needed and provides training in the areas of controls, policies, procedures and SOX compliance.
- Educates process owners on the importance of SOX compliance.
- Other projects and duties as assigned.

POSITION REQUIREMENTS/QUALIFICATIONS

- Bachelor's degree (B.A./B.S.) in Accounting, Finance, Business Administration, or related field from a four-year College or university or combination of relevant education, experience and training.
- Certified Public Accountant (CPA), Certified Internal Auditor (CIA), or Certified Information Systems Auditor (CISA) preferred.
- Five plus years relevant progressive experience in public companies.
- Strong understanding of the Sarbanes-Oxley Act and SEC guidance for management's assessment of internal controls over financial reporting.
- Demonstrated experience collaborating with all stakeholders to fine-tune the SOX control program into one that is highly effective and appropriate for the business.
- Extensive knowledge of financial accounting concepts, GAAP and IFRS standards, policies, and procedures.
- Excellent project management skills and experience in the context of SOX or Audit leadership.
- Strong verbal and written communication skills, including facilitating meetings and presentations with a high degree of integrity. Should be comfortable presenting in front of large groups of people with great presentation skills and the ability to engage and influence.
- Proficient in Microsoft Outlook, Excel, Word and PowerPoint.
- SAP experience required.
- Experience with Auditboard required.
- Strong process improvement, problem-solving and critical thinking skills.
- Works with a sense of urgency and efficiency without sacrificing accuracy and quality.
- Takes ownership for all assigned areas of responsibility.
- Excellent time management skills.
- High attention to detail and accuracy.
- Strong organizational skills.
- Ability to travel domestically (home offices) and internationally required.

If interested, please send cover letter and resume to kramos@birkenstockusa.com. Subject line should list "SOX Control & Compliance Manager."

BIRKENSTOCK USA, LP IS AN EQUAL OPPORTUNITY EMPLOYER.