

**Birkenstock USA, LP
Assistant Controller**

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.

<u>JOB TITLE:</u>	Assistant Controller
<u>LOCATION:</u>	Novato, CA (Hybrid)
<u>REPORTS TO:</u>	Sr. Director, Controller
<u>SUPERVISES DIRECTLY:</u>	Accounting Team
<u>TYPE:</u>	Exempt
<u>SALARY:</u>	\$150K - \$170K

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

OVERVIEW

With oversight and guidance from the Sr. Director, Controller, this position is responsible for the accounting operations of the company, to include production of monthly reports, reporting to global accounting department, maintenance of adequate system of accounting records and a comprehensive set of accounting controls, policies and procedures designed to enhance the accuracy of the company's reported financial results and ensure that reported results comply with IFRS accounting principles.

RESPONSIBILITIES

Collaborating with the Sr. Director, Controller, the Assistant Controller is responsible for:

- Managing and overseeing the overall accounting operations for Birkenstock USA and affiliated companies including General Ledger, Accounts Payable, Fixed Assets and Payroll.
- Monitoring and analyzing accounting data, ensuring the timely and accurate delivery of financial statements and reporting.
- Leading and building efficiencies into accounting operations
- Maintaining system controls to adequately safeguard the assets of the company and identify potential risks in a timely manner.
- Reviewing current procedures and internal controls, document, evaluate and provide recommendations for improvement.
- Leading, developing and mentoring the Accounting Department staff.
- Managing the month end closing and financial reporting process including account analysis and reconciliation.
- Preparing monthly financials and review with senior management in a timely manner.
- Ensuring compliance with established SOX controls.
- Working cross functionally to exercise and monitor sound fiscal management.
- Collaborating on and support of the company's budgeting and forecasting processes.

- Serving as a liaison with external auditors and tax consultants.
- Assuring that the accounting department functions effectively and efficiently.
- Participation in the evaluation of potential new automated systems in support of greater efficiency and accuracy.
- Ensuring processes and procedures follow applicable policies, GAAP, IFRS, Federal and State tax regulations and where appropriate, the Sarbanes-Oxley Act of 2002.
- Partnering and communicating with other departments to improve and coordinate internal processes.
- Other projects and duties as assigned.

POSITION REQUIREMENTS/QUALIFICATIONS

- Bachelor's degree (B.A./B.S.) in Accounting from a four-year College or university.
- At least 6 years of progressive accounting experience.
- CPA with at least 5 years of public accounting experience.
- Must have experience with SOX controls and compliance.
- Extensive knowledge of financial accounting concepts, GAAP and IFRS standards, policies, and procedures.
- Strong analytical, organizational and technical accounting skills.
- Advanced Excel, MS Office skills (Word, PowerPoint, Outlook, Teams).
- Must have SAP experience.
- Inventory moving average costing experience.
- Footwear industry experience desirable, CPG experience a plus.
- Auditboard experience.
- Excellent leadership, management and communications skills, working as part of a team.
- Understanding of and experience with advanced financial analysis and process evaluation/improvement.
- Strong analytical skills with the ability to collect, organize, analyze, and disseminate information with attention to detail and accuracy.
- Must be an initiative-taking, solutions-focused problem solver.
- Work well in demanding situations and be able to multi-task and prioritize.
- Good judgement and discretion; ability to oversee multiple priorities simultaneously, meet deadlines, and handle work related stress.
- Personal integrity with the highest ethical standards.
- Must be able to lift and/or move up to ten pounds.

SKILLS NEEDED TO SUCCEED

- Experience in a fast-paced, agile collaborative work environment.
- Organized, meticulous, with the ability to drive efficiencies.
- Self-starter who takes initiative and strives for continuous improvement.
- Thorough understanding of GAAP and IFRS.
- Excellent verbal and written communication skills.

If interested, please send cover letter and resume to KRamos@birkenstockusa.com. Subject line should list "Assistant Controller."

BIRKENSTOCK USA, LP IS AN EQUAL OPPORTUNITY EMPLOYER.