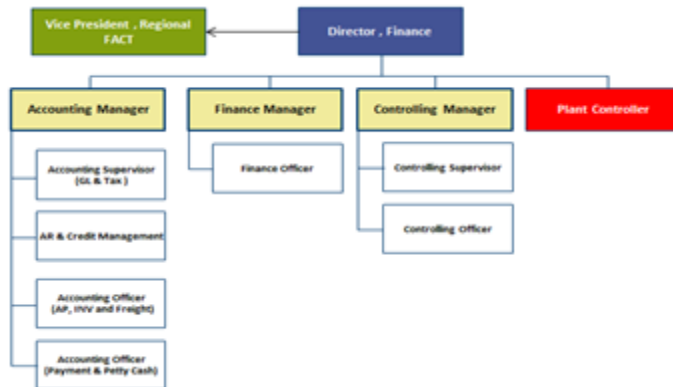


PLANT CONTROLLER



Responsibility

1. Key Result Areas : Site Reporting and Analyses

Major Activities :

- Perform monthly, quarterly and yearly financial close activities relevant to plant operation
- Analyse and promptly report on plant production costs and expenses, price variances and consumption variances, raw material and finished goods yields, budget variances, utilities, investment development costs, etc.
- Develop and track key performance indicators of plant operation
- Coordinate monthly inventory stock-taking and reconciliation of deviation with book record in coordination with Supply Chain, Business and Operations.
- Work with plant colleagues to propose or initiate appropriate actions to address issues
- Coordinate with local F&A teams to manage the financial reporting systems and policies to ensure accuracy in reporting
- Work together with local F&A teams to review, interpret and communicate the business results, ensuring that financial results and variances are explained clearly and accurately

Outcome:

- Plant's actual financial performance and costs are properly presented so that management can take appropriate actions/decisions to better manage operations

2. Key Result Areas : Site Operations Budget Setting

Major Activities :

- Set up the annual plant budget and coordinate this among relevant parties
- Ensure cost centre structures are properly establish to capture and track cost information
- Develop solid understanding of all plant costs and allocation assumptions, staffing levels, etc to be able to set up proper budgets

- Regularly review and update key plant data such as BOMs, cost allocation bases, inventory reporting, cost and yield analyses so that reported plant costs are accurate
- Ensure all plant expenditures comply with respective delegation of authority
- Provide leadership in cost optimization e.g. idea generation with a different view, introduction of analysis tool and report etc

Outcome:

- Accurate budgets form the basis for strong control over cost monitoring and actual performance

3. Key Result Areas : Oversight of Service Agreements with Third Parties

Major Activities :

- Actively monitor and track performance of third parties where there are Service Agreements, ensuring that activities are properly carried out appropriately under the agreement terms
- Report on the performance of such third parties, developing any KPIs as needed
- Ensure payments and receipts are properly made according to the agreements
- Maintain appropriate cost centres to ensure Service Agreements are properly accounted
- Review strategic requirement for Service Agreements together with Operations and/or Business Management as needed

Outcome:

- Service agreements are properly tracked and accounted for

4. Key Result Areas : Ensure internal controls are appropriately designed and operating effectively

Major Activities :

- Proactive identification of organizational and operations risks related to financial reporting, as well as developing efficient processes to manage identified risks associated with the plant operation as the company grows.
- Solid understanding of the plant's operations and staff, including inherent risks, recent trends, potential changes, segregation of duty concerns, and other insights that could affect the plant's internal control environment.
- Ensure plant procedures comply with company policies and guidelines to protect plant assets

Outcome:

- Plant operations comply with internal controls requirements to ensure properly accountability in daily activities and safeguard plant assets

Required profile

Level of education & Knowledge:

- University degree in Accounting, Business or Finance or Experienced plant/project engineer

Experience in general:

- At least 5 - 7 years in a similar capacity within direct manufacturing operations.

Technical skills:

- Accounting professional qualification e.g. CPA, Chartered Accountant, ACCA and strong knowledge of cost accounting
- Experience in Chemical/Polymer related processes/industries an added advantage
- Well-developed spoken and written English and Thai
- Demonstrated understanding of plant site accounting; ability to collect data across all areas of the site including utilities; maintenance; IT; office services
- Excellent interpersonal and communications skills and with strong analytical skills
- Full working knowledge of SAP is required
- Ability to prioritize; attention to detail; organizational skills
- Competent with MS office, and high level user of Excel
- Competencies, Behavioral skills:
- Reliability and Responsibility (Level 2)
- Customer Orientation (Level 2)
- Results Orientation (Level 2)

Performance indicators: Describe the criteria allowing to measure to what extent the results are achieved - related to the accountabilities

Key Decisions :

- Decide what and how to report, so that management has the latest and accurate cost data for their decision making – especially knowing what issues to escalate as major issues.
- Decide who and what data to obtain to ensure adequate knowledge for comprehensive reporting

Major Challenges

- Range of scope and responsibility is extremely broad and diverse due to necessary and in-depth interfaces to ALL plant functions
- Need to always have a detailed and updated understanding of ALL internal production processes, manufacturing / site related topics and business models