

Please note that effective 1 March 2019 we only accept applications submitted through the Workday portal. All the internally/externally advertised job openings in the UNHCR Global Service Centre are available on the following website: [Job openings](#)

VACANCY NOTICE

JR#2449473 – Finance and Accounting Associate

Eligible Applicants

This Job Opening is available to eligible UNHCR staff members and external applicants. Candidates must be legally present in Hungary at the time of application, recruitment and hire.

Duties and Qualifications

Finance and Accounting Associate

Organizational Setting and Work Relationships

The Central Accounting Unit (CAU) is an integral part of the Accounts and Financial Service Section (AFS) within the Global Finance Service (GFS) of the Division of Financial and Administrative Management at UNHCR. The unit frequently interacts with other Divisions and sections within UNHCR Headquarters, field offices, and regional bureaux, playing the lead role in, and coordinating globally, the preparation, closure, and disclosure of UNHCR's financial result while supporting the maintenance of the quality of the Organization's key accounting systems and related controls.

The successful candidate will manage key elements of UNHCR's global accounting processes. These include regular monthly closure of accounting modules, supporting, and guiding of colleagues in processing complex transactions, and managing assigned key corporate accounting activities, including assigned components of the annual financial statement preparation and related audit support processes.

Role Overview

The Finance and Accounting Associate processes financial transactions and provides technical support to the Field with the processing of financial transactions, and monitors compliance with applicable financial rules and regulations. The incumbent therefore keeps frequent contact with staff at various levels, including Country/Field Offices, Regional Bureaux and HQ divisions. The Finance and Accounting Associate is normally supervised by a more senior colleague who defines work objectives and provides regular advice and guidance. The incumbent may also supervise less senior team member(s) if requested. The duties of the Finance and Accounting Associate may have different focus depending on the specific area of responsibility, including the followings. General Ledger (GL) coordinates the drafting of the annual account closing instructions, complies with annual financial statements, and coordinates audit for the areas under its responsibility. Accounts Payable (AP) processes AP vouchers and central payments for UNHCR, provides related technical support to the Field and coordinates the accounts closure and audit for AP and Expenses and handles requests related to the appropriate segregation of duties through the Delegation of Authority Plan (DOAP). Accounts Receivable and Donor Reporting (ARDR) processes incoming deposits and provides related technical support to the Field, accounts for revenue adjustments, raises bills for miscellaneous income, and coordinates the accounts closure and audit for AR and Revenue, compiles financial reports to UNHCR's donors, which requires active liaison with colleagues from the Division of External Relations (DER) and the respective Field Offices.

All UNHCR staff members are accountable to perform their duties as reflected in their job description. They do so within their delegated authorities, in line with the regulatory framework of UNHCR which includes the UN Charter, UN Staff Regulations and Rules, UNHCR Policies and Administrative Instructions as well as relevant accountability frameworks. In addition, staff members are required to discharge their responsibilities in a manner consistent with the core, functional, cross-functional and managerial competencies and UNHCR's core values of professionalism, integrity and respect for diversity.

Duties

- Process assigned transactions and maintain financial records accurately, completely and duly for accounts for which responsibility is assigned.
- Provide technical support to Field Offices, Regional Bureaux and HQ divisions, and provide answers and guidelines to accounting and finance related matters.
- Monitor compliance by users in different entities with the relevant financial rules, regulations and procedures. Bring issues related to non-compliance to the attention of supervisors, and actively pursue such cases.
- Escalate to supervisors any indication of breach in the internal control system, including suspected fraud.
- Prepare ad-hoc and recurring reports, analyses and reconciliations on assigned accounts/areas of responsibility. Verify that the financial transactions are correct and in accordance with UNHCR rules and procedures. Monitor and follow-up on open items, variances, errors and other issues identified.
- Liaise with relevant counterparts to obtain information and verify data on accounts and financial transactions including more complex cases, as required.
- Carry out month-end and year-end closing activities and propose additional instructions for such activities.
- Gather information and documentation requested by auditors and propose responses to audit queries.
- Identify possibilities for improving processes and recommend ways to improve cooperation between key stakeholders at different geographic locations. Implement agreed improvements.
- Actively participate in the testing related to the implementation of new systems and tools.
- Contribute to the drafting and update standard operating procedures, guidance notes and training materials.
- Guide, support and - if requested - formally supervise assigned team member(s).
- Brief and assist new team members on requirements relating to accounts and finance.
- Support the identification and management of risks and seek to seize opportunities impacting objectives in the area of responsibility. Ensure decision making in risk based in the functional area of work. Raise risks, issues and concerns to a supervisor or to relevant functional colleague(s).
- Perform other related duties as required.

Minimum Qualifications

For G6 - 3 years relevant experience with High School Diploma; or 2 years relevant work experience with Bachelor or equivalent or higher.

Remuneration

In case of appointment, a competitive compensation and benefits package is offered.
G6 - Salary range: NET 806,457 HUF - NET 944,644 HUF.

Field(s) of Education

Not applicable.

Certificates and/or Licenses

Accounting; Business Administration; Finance;
(Certificates and Licenses marked with an asterisk* are essential)

Relevant Job Experience

Essential
Experience with ERP financial modules (PeopleSoft, Oracle or SAP).

Desirable

Experience with MSRP Finance applications. Experience with accrual accounting (IPSAS, IFRS or similar). Experience with UN/UNHCR financial rules, regulations and procedures.

Functional Skills

- *FI-Financial Accrual Accounting under internationally accepted standards (IFRS,IPSAS,etc)
 - *IT-Computer Literacy
 - *FI-ERP Financial Management (SAP, Oracle, PeopleSoft, Workday and other)
 - *IT-Microsoft Office Productivity Software
- (Functional Skills marked with an asterisk* are essential)

Language Requirements

For International Professional and Field Service jobs: Knowledge of English and UN working language of the duty station if not English.

For National Professional jobs: Knowledge of English and UN working language of the duty station if not English and local language.

For General Service jobs: Knowledge of English and/or UN working language of the duty station if not English.

All UNHCR workforce members must individually and collectively, contribute towards a working environment where each person feels safe, and empowered to perform their duties. This includes by demonstrating no tolerance for sexual exploitation and abuse, harassment including sexual harassment, sexism, gender inequality, discrimination and abuse of power.

As individuals and as managers, all must be proactive in preventing and responding to inappropriate conduct, support ongoing dialogue on these matters and speaking up and seeking guidance and support from relevant UNHCR resources when these issues arise.

This is a Standard Job Description for all UNHCR jobs with this job title and grade level. The Operational Context may contain additional essential and/or desirable qualifications relating to the specific operation and/or position. Any such requirements are incorporated by reference in this Job Description and will be considered for the screening, shortlisting and selection of candidates.

Position Competencies

Competencies as defined in Job Profile

Language Requirements

Please also note that English is essential for this Job Opening.

Closing Date

The closing date is 28/11/2024.

BENEFITS:

Annual leave: UNHCR staff members holding a fixed-term appointment will accrue annual leave at the rate of 2.5 working days for each full calendar months of service (i.e. 30 working days per year).

Pension system: Staff members holding a fixed-term appointment will become participants in the United Nations Joint Staff Pension Fund (UNJSPF).

Health insurance plan: locally recruited staff members in Budapest will be enrolled in the Medical Insurance Plan (MIP). The coverage is also optionally available for eligible family members.

Shortlisted candidates may be required to sit for a test. No late applications will be accepted. UNHCR is committed to diversity and welcomes applications from qualified candidates regardless of disability, gender identity, marital or civil partnership status, race, colour or ethnic and national origins, religion or belief, or sexual orientation. UNHCR does not charge a fee at any stage of the

recruitment process (application, interview meeting, processing, training or any other fees).

Additional Information

In case you face technical issues with the system, please clean cache, cookies in your browser and try again. In addition, you could try to use incognito mode during the application process or use another browser. If none of the above solved the issue, please contact us hqbscapc@unhcr.org

Application can be submitted here:

https://unhcr.wd3.myworkdayjobs.com/en-US/External/job/Budapest-GSC-Hungary/Finance-and-Accounting-Associate_JR2449473?locationCountry=9db257f5937e4421b2fac64eec6832f8&jobFamilyGroup=113ac21cb9f4101242a02c9883630000