



VACANCY

Risk & Internal Controls Manager UK&I Cement and Packed Products

Position Overview

The purpose of the role is to support the business with the provision of subject matter expertise on risk and internal control (R&IC) related matters within the UK & IRL Cement and Packed Products business, through divisional-level governance and oversight. A successful candidate will challenge the business and provide proactive, practical support to management to ensure risks are properly managed and mitigated by a robust integrated internal controls framework.

This role will play a central part in the execution and delivery of strategic objectives associated with each of Europe R&IC's key pillars, namely:

- Business & Process Reviews - Partnering with the business to deliver process and control enhancements and to promote best practices in relation to internal controls, governance, fraud and risk mitigation.
- SOx 302 and 404 compliance - Maintaining ongoing Sarbanes Oxley compliance across the company while assessing opportunities for controls standardisation, automation, and rationalisation.
- The successful candidate will also take on the lead role for the Enterprise Risk Management and / or SOx compliance pillar as outlined above, with a responsibility for governing the strategic direction, executing the target roadmap, and deploying team resources to achieve the strategic objectives of same within the company.

Key Tasks and Responsibilities

Business & Process Reviews

- Partnering with and supporting the company with the implementation of robust internal control frameworks and enhancements.
- Performing business and process review "quick scans" to support the finance director and company management with identifying areas of process and control enhancements, and identifying opportunities for controls standardisation and rationalisation.
- Providing company oversight and support to management during Internal Audit reviews and assisting with the governance and timely remediation of any adverse findings.

SOx Compliance Management (with potential to lead)

- Support with governance and oversight of the company's SOx framework, maintaining CRH's strong SOx compliance record by pro-actively supporting management with SOx 404 and SOx 302 compliance requirements.

- Maintain oversight of the SOx testing program, support management with the timely identification and resolution of SOx deficiencies and managing relationships with Internal & External Audit as key stakeholders.
- Support the Europe West R&IC team with assessing and implementing opportunities for controls standardisation, automation, and rationalisation within and across the division.
- Carry out special project work as required.

Stakeholder management, communication and influencing skills

- Ensure clear, timely and efficient communication channels exist to update key stakeholders
- Update, identify and resolve issues and report on any other matters as needed

Individual Competencies

You are able to:

- Drive Results - Consistently achieving objectives, even under tough circumstances, pushing self and others to accomplish goals
- Cultivate Innovation - Creating new and better ways for the organisation to be successful
- Collaborate - Building partnerships and working collaboratively with others to meet shared objectives
- Make Quality Decisions - Making good and timely decisions that keep the organisation moving forward

Key Characteristics

For this role you should be/have:

- An ability to develop a target roadmap for your pillar and execute in the delivery of associated strategic objectives
- Demonstrated knowledge of risk, governance, and internal controls requirements
- Strong financial, risk and analytical skills
- Intellectual curiosity with a drive to understand the key issues of the business
- Ambition to become a strategic business partner
- Excellent communication and influencing skills at all levels including strong verbal and written capabilities
- Self-motivated, highly enthusiastic, and able to thrive in a fast paced, dynamic, and commercial environment
- Enjoys building partnerships and working collaboratively with others to meet shared objectives
- Able to bring fresh perspectives and progressive viewpoints to solve business issues
- Able to efficiently manage and prioritise workloads, and to go the extra mile to ensure the successful execution of our strategic objectives.

Key Functional Competencies

You possess the following:

- Stakeholder Focus: Identifies complicated requests, explains clearly what can be done for the stakeholder
- Vision: Steps back from a situation to understand it
- Performance-Driven: Lays down measurable results, plans activities and adjusts the working method if necessary
- Manages Complexity: Has the ability to analyse complex, high quantity, and sometimes contradictory information to effectively solve problems
- Communicates effectively: Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Experience / Education

You are/have:

- 10+ years post qualified experience
- Qualified Accountant or other relevant financial risk and controls experience
- Relevant SOX, enterprise risk management, and controls experience, preferably in an SEC registrant environment
- Previous experience leading a SOx controls / ERM team advantageous but not required
- US GAAP experience advantageous but not required

Key stakeholders:

- Company Management (UK&I Cement and Packed Products)
- Divisional Management (Europe West and Europe Finance)
- CRH Risk and Internal Control (Europe West and Europe)
- Local, Division and other Group Finance teams
- Internal and External Audit
- Europe IT and Group Compliance

Candidates wishing to be considered for this position can submit a current CV to careers@irishcement.ie using the subject heading “Risk & Internal Controls Manager UK&I”.

Visit www.irishcement/careers for more information.

Irish Cement and Tarmac Cement are companies within the [CRH Group](#) – one of the world’s leading building materials groups.

