

Team Lead, GL Accountant

About DHI

DHI is a global and independent company dedicated to working on challenges within the fields of water and environment and sustainability. Within these fields, we provide a wide range of advisory, digital advisory, research and water governance services as well as providing leading edge MIKE technologies and products to the market. At DHI, we are constantly looking for passionate and talented people who are eager to join our team.

By joining DHI, you will not only become part of a dynamic and collaborative global team of experts; you will be empowered to innovate, engage and grow in your area of expertise. DHI is committed to disseminate our knowledge effectively and across our worldwide network of offices.

This position combines hands-on General Ledger (GL) accounting with leadership responsibilities. It involves managing financial reporting, ensuring compliance with accounting standards and legal requirements, and overseeing daily transactional accuracy. In addition to technical tasks such as reconciling accounts, managing the general ledger, and completing month-end close processes, the role includes leading and developing the GL accounting team. The Team Lead ensures operational efficiency, drives process optimisation, and supports the standardisation of financial practices across DHI group.

Responsibilities and challenges

GL Accounting Responsibilities:

- Ensure all General Ledger (GL) entries are booked according to local legislation and DHI's internal guidelines
- Prepare and report all statutory requirements, including taxes and fees (e.g., VAT, GST, Sales tax, income tax)
- Reconcile account balances and bank statements
- Perform trial balance reviews and prepare accurate financial statements
- Ensure accurate cost allocation to appropriate departments and projects
- Utilise month-end closing and reconciliation tools to streamline financial close processes
- Support payroll processing and cash flow forecasting
- Work closely with external auditors to finalise the Annual Report
- Provide technical support and assist in reporting to DHI Group
- Review and recommend modifications to accounting systems and procedures
- Support other finance processes and contribute to implementing the most efficient procedures

Team lead responsibilities:

- Lead and coach the GL accounting team to ensure operational excellence and compliance
- Set clear priorities and distribute workload within the team to meet deadlines'
- Provide feedback, training, and development opportunities for team members
- Promote a culture of accuracy, ownership, and continuous improvement
- Represent the GL function in cross-functional collaboration with internal stakeholders
- Monitor key deliverables, drive process automation, and contribute to the optimisation of financial workflows
- Ensure knowledge sharing and consistency across team processes and documentation
- Serve as point of contact for escalated issues and ensure timely resolution

Key stakeholders

- DHI employees and project teams
- External auditors
- Legal team
- Financial institutions
- Shareholders
- Tax authorities

Authority

- Commercial decisions in accordance with LOA

Key performance metrics

- Produce error-free accounting reports and present results accurately
- Ensure clean and on-time audit reports
- Ensure legal and regulatory compliance across all accounting functions
- Optimise the use of GAAP and IFRS for accurate financial reporting
- Foster high performance and engagement within the GL accounting team
- Drive continuous improvement of financial processes and systems

Qualifications and personal skills

Professional Competencies:

- BSc in Economics or Business Administration with a major in Accounting
- Professional accounting certification is an advantage

Technical knowledge:

- High expertise in Generally Accepted Accounting Principles (GAAP), IFRS
- Proficiency with Microsoft office skills including Vlookups and pivot tables
- Fluent command of Business English (written and oral)
- Thorough knowledge of all accounting procedures

Breadth of expertise

- 5+ years of experience in GL accounting, including experience with financial analysis and tax reporting
- Prior experience in a supervisory or team lead role is highly desirable
- Skilled in contract accounting, cash management, and financial modelling
- Experience with ERP systems is a plus
- Capable of coaching and mentoring junior team members
- Qualified accountant or equivalent through extensive experience and demonstrated technical competence

Personal attributes and Competencies:

- High accuracy and keen attention to detail
- Strong numerical and analytical skills
- Excellent interpersonal and teamwork skills
- Effective under pressure and with tight deadlines
- Exceptional time management skills
- Proactive and solution-oriented mindset
- Strong leadership and people development capabilities
- Commitment to continuous improvement and operational efficiency

We offer

To work at DHI means being part of an organisation that is the global leader in solving the world's toughest challenges in water environment. We will offer you:

- A job where the keyword is innovation
- A team of highly motivated colleagues, experts in the digital water space
- Professional and personal development. We empower our people. We ensure that they have the freedom to innovate and grow. We recruit professionals who can unite our technical excellence with our business excellence – and maintain our professional integrity at all times
- Flexible working opportunities
- A unique chance to work with highly professional and motivated colleagues from all around the world
- Continued career development
- In accordance with DHI Group policies. 10 – 20 days of travelling a year must be expected

Office location

- You will be located in our office in Kuala Lumpur, Malaysia

How to apply

- Please submit your application including CV via the relevant job posting on DHI's website:

<http://www.dhigroup.com/careers>

- Deadline for application is 31st October 2025