

Team Lead, General Ledger Accountant

Global Business Unit

Global Business Services

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. With a presence across the globe, we are continually 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 disseminating our knowledge effectively and across our worldwide network of offices.

Reporting To

Head of Finance

Key Responsibilities

Our new global Excellence Centre in KL Malaysia will be covering our Asia/Pacific operations and cover global processes. You will be a part of a friendly and diverse team who strive for excellence in everything we do, setting high standards for ourselves and delivering exceptional results.

The Team Lead, General Ledger Accountant is responsible for overseeing General Ledger operations and leading a team of accounting professionals to ensure accurate financial reporting, compliance, and timely month-end close activities. The role combines technical accounting expertise with people leadership, driving operational excellence, process improvements, and strong financial controls while supporting the standardization of finance practices across the DHI Group.

Key Responsibilities & Accountabilities:

GL Accounting Responsibilities:

- Ensure all General Ledger (GL) transactions are recorded accurately, timely, and in compliance with local statutory requirements, accounting standards, and DHI policies.
- Manage monthly, quarterly, and annual financial close activities, ensuring completeness and accuracy of financial records.
- Review balance sheet reconciliations, account analyses, and bank reconciliations, resolving outstanding items promptly.
- Oversee statutory and tax compliance activities, including VAT, GST, income tax, and other regulatory filings.
- Review trial balances and support the preparation of financial statements in accordance with GAAP and IFRS requirements.
- Ensure accurate allocation of costs across departments, projects, and business units.
- Leverage financial close and reconciliation tools to drive efficiency, standardization, and control enhancements.
- Support payroll accounting, cash flow forecasting, and treasury-related activities as required.
- Serve as a key contact for external and internal auditors and coordinate audit deliverables.
- Provide technical accounting guidance and support group reporting requirements.
- Identify opportunities for process optimization, automation, and continuous improvement across GL operations.
- Support finance transformation initiatives, system implementations, and process

harmonization activities.

Team Lead responsibilities:

- Lead, mentor, and develop a team of General Ledger Accountants, fostering a high-performance and collaborative work culture.
- Plan, prioritize, and allocate resources effectively to ensure timely completion of all financial close and reporting activities.
- Conduct regular coaching, performance discussions, and development planning for team members.
- Drive accountability, accuracy, and ownership within the team while maintaining strong internal controls.
- Act as the primary escalation point for complex accounting issues, stakeholder concerns, and operational challenges.
- Promote knowledge sharing, cross-training, and documentation of key processes to ensure business continuity.
- Collaborate with cross-functional teams including AP, AR, Payroll, Tax, Treasury, HR, and business stakeholders to support business objectives.
- Champion process standardization, automation, and continuous improvement initiatives within the finance organization.
- Support recruitment, onboarding, and capability-building activities to strengthen the GL team's technical and leadership competencies.
- Contribute to the development and maintenance of an effective internal control framework, ensuring compliance and segregation of duties across finance processes.

Key performance metrics

- Timely and accurate completion of month-end, quarter-end, and year-end close activities.
- Quality and accuracy of financial reporting with minimal audit adjustments.
- Timely completion of balance sheet reconciliations and resolution of aged reconciling items.
- Compliance with statutory, tax, and regulatory requirements.
- Successful completion of internal and external audits.
- Achievement of service level agreements (SLAs) and operational targets.
- Process improvement and automation savings delivered.
- Team engagement, retention, and development outcomes.
- Compliance with internal control and governance requirements.

Key stakeholders

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

Authority

- Commercial decisions in accordance with LOA

We are looking for a new colleague who has the following qualifications:

Professional Competencies:

- Bachelor's degree in Accounting or Finance.
- Professional accounting qualification (ACCA, CPA, ICAEW, CIMA, or equivalent) is preferred.

Technical knowledge:

- Strong knowledge of IFRS, GAAP, financial reporting, and statutory compliance requirements.

- Strong understanding of balance sheet management, reconciliations, and financial controls.
- Advanced Microsoft Excel skills including Pivot Tables, Power Query, VLOOKUP/XLOOKUP, and financial analysis.
- Experience with ERP systems (e.g., Maconomy, SAP, Oracle, Dynamics, or similar).
- Familiarity with financial close and reconciliation tools is an advantage.

Breadth of expertise

- Minimum 8 years of experience in General Ledger and Record-to-Report (R2R) processes.
- Experience in a Shared Services Centre (SSC) or Global Business Services (GBS) environment is highly desirable.
- Proven experience leading, supervising, or mentoring finance professionals.
- Experience managing audits, statutory reporting, tax compliance, and financial controls.
- Exposure to finance transformation, process improvement, or automation initiatives is an advantage.

Personal attributes and Competencies:

- Strong leadership and people management skills.
- Excellent analytical and problem-solving capabilities.
- High degree of accuracy and attention to detail.
- Strong stakeholder management and communication skills.
- Proactive, solution-oriented, and continuous improvement mindset.
- Strong organizational and time management skills.
- Ability to drive change and influence stakeholders across multiple functions and locations.

What We Offer

At DHI, you will be part of a global organization dedicated to solving some of the world's most complex challenges in water, environment, and sustainability. As a Team Lead, General Ledger Accountant, you will play a key role in shaping financial excellence while developing your leadership capabilities within a collaborative international environment.

We offer:

- The opportunity to lead and develop a high-performing General Ledger team within a growing Global Business Services (GBS) organization.
- A collaborative, inclusive, and people-focused culture that values innovation, teamwork, and continuous improvement.
- Exposure to international stakeholders and the opportunity to work closely with colleagues across Europe, Asia, and other global locations.
- Ongoing professional and leadership development opportunities, including training, mentoring, and career progression pathways.
- Participation in transformation, automation, and process improvement initiatives that shape the future of finance operations.
- Flexible working arrangements that support work-life balance and employee well-being.
- Competitive compensation and a comprehensive benefits package.
- A modern working environment that encourages knowledge sharing, innovation, and continuous learning.
- The opportunity to contribute to an organization that makes a positive impact on society through science-based solutions and sustainable development.