



ABOUT FCM BANK

FCM Bank Ltd, part of the Trinity Banking Group and based in Malta, has expanded its operations to the Czech Republic, Slovakia, and Germany serving over 18,000 corporate clients. The Bank focuses on corporate lending—including working capital, real estate, project finance, and investment loans—and provides deposit products for both retail and corporate clients. At FCM, we recognise that our people are our most valuable asset, playing a key role in driving performance, innovation, and long-term success in a dynamic, customer-focused environment.

Currently, the position of **HEAD OF ACCOUNTING AND CONTROLLING** is open, and the Bank is seeking a talented individual with a proven track record to join our dynamic team of professionals - **someone who not only possesses strong managerial skills but is also hands-on and willing to roll up their sleeves to deal with day-to-day operations.**

The position plays a key role in maintaining financial integrity and enabling the Bank's sustainable growth.

KEY RESPONSIBILITIES

- Lead and manage the Accounting & Controlling function, ensuring timely financial reporting and compliance with MFSA, ECB, and IFRS requirements
- Supervise month-end and year-end closing activities, ensuring all accounting entries are accurate and properly documented
- Oversee the preparation of statutory financial statements and regulatory returns
- Develop and maintain strong internal controls to ensure the integrity of financial data and safeguard the Bank's assets
- Coordinate budgeting, forecasting, and financial planning processes in alignment with strategic goals
- Conduct cost accounting, profitability analysis, and variance reporting to support decision-making
- Design, implement, and continuously improve financial policies, procedures, and systems
- Act as a key contact for auditors, tax advisors, and regulatory bodies, managing audits and inspections
- Collaborate with other departments to ensure accurate financial integration across business functions
- Keep abreast of changes in accounting standards, tax regulations, and banking laws, ensuring timely implementation



- Mentor and support the development of the finance team, fostering a culture of growth, accountability, and excellence

QUALIFICATIONS/REQUIREMENTS

- Fully qualified accountant (ACCA or equivalent) or in the final stage of qualification
- Minimum of 5 years' experience in accounting and finance, preferably within the banking or financial services sector
- In-depth knowledge of International Financial Reporting Standards (IFRS) and regulatory frameworks, including MFSA and ECB requirements
- Advanced proficiency in Microsoft Office applications, particularly Excel
- Fluent in written and spoken English
- Strong leadership and team management capabilities
- Excellent analytical skills with a detail-oriented mindset
- Proven ability to implement and maintain effective internal controls and financial processes
- Strong communication and collaboration skills, with the ability to work across departments and with external stakeholders

BENEFITS (in addition to the statutory employment conditions):

- Health insurance cover under the 'Private Hospital Scheme' and Dental Insurance cover
- Staff home loans at beneficial rate - subject to successful probation
- Parking within the premises (subject to internal approval)
- Training and Development budget
- Company Events and team-building activities
- Referral Bonus €1000 for referring a successful hire
- Discretionary annual Bonus based on individual KPIs and company results

If you are interested in being considered for this position, please send a cover letter and CV to vacancy@fcmbank.com.mt