

Silen is looking for a

# Chief Accountant/ Head of Finance

## Your key responsibilities will include:

- **Managing accounting and financial reporting** – ensuring accurate and timely accounting in Estonia and its subsidiaries.
- **Cash flow and financial risk management** – approving bank transactions, managing liquidity, and currency risks.
- **Financial forecasting and strategic analytics** – developing financial models that support business growth, and forecasting long-term cash flows and profitability.
- **Budgeting and financial analysis** – analyzing costs, revenues, and profitability, assessing investment returns, and advising management on strategic decisions.
- **Tax compliance and regulations** – handling tax declarations, international tax accounting, and monitoring legislative changes.
- **ERP and financial system efficiency** – automating accounting processes and developing financial systems.
- **Payroll management** – including vacation accruals and supporting production manager with work hour tracking.
- **Consolidation and audits** – preparing group financial statements and liaising with auditors.
- **Cost calculation** – determining and monitoring product and service costs, ensuring fair pricing for intra-group transactions, and approving transactions.
- **Advising management and partners** – interpreting financial data for leadership, as well as communicating with creditors and investors.
- **Team leadership** – managing and coordinating the work of an accountant and covering their duties during absences.

## We're looking for someone with:

- **A degree in finance or accounting** and 3–5 years of experience as a finance manager or chief accountant in a medium-sized growth company or startup.
- **Strong knowledge and experience in accounting principles and practices.**
- **Familiarity with financial management in manufacturing companies**, including group accounting, international taxation, and tax law expertise.
- **Excellent analytical skills**, including financial forecasting and investment return modeling.
- **Expert-level proficiency in financial software, ERP systems, and Excel**, with experience in financial software development and automation.
- **Fluency in Estonian and English**, along with strong communication and negotiation skills.
- **Independence, stress tolerance, and adaptability** in a fast-changing environment.

## What awaits you in Silen?

- An inspiring and innovative team that shares the philosophy **“everything is possible”**
- An exciting, international, and constantly evolving field
- An exceptional opportunity to be part of a global success story – Silen’s products are sold in 60 countries, and the company continues to grow, offering a unique platform for professional and personal development
- And naturally, a fair remuneration that reflects your contribution

Please send your CV to: [hr@silen.com](mailto:hr@silen.com) or via [cv.ee](mailto:cv.ee)

For more information, please contact Kristi Suits at [hr@silen.com](mailto:hr@silen.com)

