

**Recruitment requirements for the position of
Deputy Head of the Department of Economics and Planning – CFO Advisor**

I. Information about the vacant position

1.	Title of the vacant position	Deputy Head of the Department of Economics and Planning – CFO Advisor
2.	Title of the structural division	Company Management
3.	The employee's direct supervisor	Head of the Department of Economics and Planning
4.	Availability of subordinates (<i>number, position</i>)	-
5.	Tasks and functional responsibilities	<p>1. Advisory assistance and analytical support to the CFO:</p> <ul style="list-style-type: none"> - in ensuring effective management of the company's financial activities; - in the development and implementation of a corporate value maximization strategy at all levels of the company; - in the development and implementation of the overall financial strategy of the company, the development and implementation of measures to ensure its financial stability; - in the formulation and effective management of internal control and risk management systems; - in forecasting cash flows, attracting additional sources of financing, working with investors and banks; - in the analysis and evaluation of the financial results of the company's activities and development of measures to improve the efficiency of financial management, as well as internal audit; - in the analysis and assessment of financial risks, the development of measures to minimize them, ensuring control over compliance with financial discipline; <p>2. Development and implementation of recommendations to increase the value of the company, increase its profit and investment attractiveness.</p> <p>3. Development and implementation of the concept of improvement, including automation of the financial unit.</p> <p>4. Implementation of IFRS.</p>

II. Requirements for the candidate

1.	Age (from ... to...)	Aged from 30 to 50
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2.	Gender	Any
3.	Place of residence	Any
4.	Education (degree)	Higher education
5.	Academic specialization	- Economics/Finance/Business
6.	Work experience	- Work experience in a large international company; - Work experience in an international company as a CFO for at least 5 years.
7.	Specialized skills	- Having the knowledge of financial planning and analysis methods; - Ability to form a corporate and financial strategy; - Ability to form tax and budget policy; - Skills in setting up management accounting and internal control systems; - Having the knowledge of legislative and other regulatory legal acts regulating the financial, economic, production and economic activities of the organization; - Having the knowledge of regulatory and methodological documents on the organization of accounting and financial management; - Competence, responsibility, professionalism; - Preparation of financial statements in accordance with IFRS.
8.	Language skills	- Russian and English;
9.	Computer skills	- Confident PC user (1C, SAP (Ariba, S/4 HANA), MS office, etc.);
10.	Driving license (<i>availability, category</i>)	Not mandatory

III. Terms of cooperation

1.	Employment form (<i>in the office/remotely, part-time/full-time, on staff/ under a civil contract, fixed-term contract/indefinite contract, part-time work, etc.</i>)	In the office, full-time, under a civil contract (<i>for 12 months with an extension</i>)
2.	Work schedule (<i>starting time, ending time, working hours per week, off-days</i>)	In accordance with the working schedule of Administrative management of the personnel of "Uzbekneftegaz" JSC
3.	Overtime work	In accordance with the requirements of the project
4.	Trial period	3 months

5.	Business trips (<i>often, rarely, sometimes, never</i>)	In accordance with the requirements of the project and by order of the Company's management.
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IV. Additional requirements

1.	Certificates	Approved
2.	Having a foreign passport / sticker	Not mandatory
3.	Personal qualities	<ul style="list-style-type: none"> - High level of analytical thinking; - Result orientation, innovativeness, enthusiasm; - High consistency and flexibility of thinking, consistency of work; - High efficiency and motivation for results; - Ability to work with a team; - Working in multitasking mode; <i>*evaluated during the interview</i>
4.	Preferable industries	Oil and gas; Energy; Light/Heavy industry;
5.	Search restrictions (<i>which candidates will not be considered</i>)	Not meeting the above requirements

**Deputy Head
of Transformation Department**

R. Mamayusupov