



# LAVENIA NAIDU<sup>ASA</sup>


## Finance Senior Manager


### Profile


Acquired 17 years of working experience in Finance controlling, finance shared services, commercial finance and migration projects controlling. Strong exposure in leading RTR function (fixed asset management, management reporting intercompany, supply chain, general ledger, consolidated reporting).

Skilled in taking up challenging assignment leading financial migration process & continuous improvement projects. Able to work on own initiative or as part of a team and can deal with administrative duties competently and to be a person capable of creating a change in the organization and thus be a potential source for value addition for the organization in increasing the revenue of the business enterprise.

To be in a position that would ideally draw on my experiences and skills in such a way that I am able to contribute to the organization's demands and strategic development.

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 Klang, Selangor

### Education

#### CPA

2025 - Ongoing

#### MBA

University of Ballarat, Australia  
2009 - 2012

#### BA (Hons) Business Management

University of Northumbria, UK  
2005 - 2008

### Expertise

Financial reporting

Data analysis

Cash flow management

Budgeting and forecasting

Accounting skills

Analytical Thinking

Financial Analysis

Collaboration

Leadership



### Work Experience

Mar  
2024  
-  
Present

#### Air Liquide Business Centre

Finance Senior Manager

- Lead and manage a team of Team Leads and accounting professionals responsible within the shared service center for general ledger, financial reporting & fixed assets.
- Develop and implement standardized processes, procedures, and performance metrics for the assigned tower, ensuring alignment with organizational goals and objectives.
- Oversee day-to-day operations of the tower, including workload management, task assignment, and resolution of escalated issues, to ensure timely and accurate processing of transactions.
- Monitor key performance indicators (KPIs) and SLAs for the tower, analyzing performance trends, identifying areas for improvement, and implementing corrective actions as needed.
- Collaborate with cross-functional teams, including finance, IT, and operations, to streamline processes, leverage technology solutions, and optimize service delivery within the tower.

## Finance ERP

- SAP
- Oracle
- Blackline
- Cadency
- HFM (Hyperion Financial Management)
- IRIS

## Achievement

### Cadency Rollout

- Successfully completed the balance sheet migration, ensuring seamless transition and minimal disruption to operations

### E-Invoicing Implementation

- Onboarded 3rd party consultant for the API interface from SAP system to IRBM portal & being selected as the pilot submitter without any interruptions

### Singapore IRAS Audit – GST

- Led and completed the IRAS GST audit with a favorable outcome, confirming our commitment to compliance and transparency

### External audit closure – pending 3 years

- Resolved and closed a 3 year long pending audit within a year, significantly reducing backlog and ensuring timely compliance

### DTP (Document and Transactions Processing)

- Completed a comprehensive DTP update, leading to faster document processing and improved system performance

- Serve as the primary point of contact for internal stakeholders and external clients regarding tower-specific inquiries, escalations, and service requests.
- Provide leadership, guidance, and coaching to team members, fostering a culture of accountability, collaboration, and continuous improvement.
- Conduct regular performance reviews and provide feedback to team members, recognizing achievements and addressing areas for development to support career growth and advancement.
- Ensure compliance with internal controls, regulatory requirements, and accounting standards within the tower, conducting periodic audits and assessments as needed.
- Stay informed about changes in accounting regulations, industry best practices, and emerging trends related to the assigned tower, and implement updates and enhancements as appropriate.

Sept  
2019  
–  
Mar  
2024

### Pepsico Malaysia Sdn Bhd

#### Regional Control & Reporting Manager

- Manages the financial reporting for Malaysia, Singapore, Brunei, Indonesia, Pacific Island & Mongolia (covering Financial Reporting & Fixed Assets) and financial services (AR, AP & Payroll) processes focusing on the provision of accurate and timely reporting (including PepsiCo, SEC, BIR, BOC, etc) through establishing / maintaining accounting policies and practices to deliver accurate and reliable information for business operations / decision and control optimization
- Leads the review and analysis of consolidated financial results of the Market Unit to facilitate assessment and performance reviews, issues identification and development of corrective action plans.
- Drives best practice across the financial accounting and financial services teams. This include process improvement and re-design, challenging of the status quo and building a close working relationship with the key leaders in the business and the SSC BPO.
- Ensure MU compliance with PEP policies and all local and corporate statutory laws, rules and regulations
- Safeguard company assets by maintaining high level of financial control through the MU
- Be the centre of expertise in providing effective accounting guidance on business issues and initiatives, on all financial accounting and controls related matters

#### Financial accounting & management reporting

- Lead and coordinate monthly closing and reporting process
- Ensure all income statement, balance sheet and cash flow adjustments and validations are reviewed prior to submitting results to Sector.
- Provide timely and accurate financial and management reporting
- Develop own skills to become the subject matter expert for the MU on HFM reporting
- Track and report PTR and drive corrective actions
- Perform balance sheet review and provide recommendations on long outstanding balances

### **Streamline Monthly closing**

- Implemented improvements that reduced the closing time from Day 4 to Day 2, enabling quicker decision making and reporting

### **Backlog of 3 years payment collection**

- Recovered old outstanding payments from customers, reducing aged receivables and strengthening cash flow management

### **Smart close module implementation**

- Led the successful implementation of runbook, true reconciliation in SAP module, optimizing workflows and ensuring seamless system integration

### **Finance Activity migration**

- Successfully migrated financial activities from Singapore, Indonesia & Philippines business unit to financial shared services, streamlining processes and improving overall service delivery

### **Oracle migration**

- Completed the Oracle migration from the legacy system, streamlining data management and enhancing overall operational efficiency

Jan  
2017  
-  
Sept  
2019

- Prepare and provide management comments on cause of change in profit & loss (P&L), operating cash flow (OCF) and key performance indexes (KPIs)
- Monitor changes in days of payable outstanding (DPO) and days of collection and sales outstanding (DSO) and provide recommendations to improve
- Prepare and present, if needed, to senior Leadership Team monthly, quarterly and annual reporting packages and variance analysis (HFM, reports, compliance documents, and presentations)
- Coordinate ad hoc request and become business point of contact on any inquiries/reporting regarding reported numbers and business drivers to BU/Sector
- Manages the effectiveness of the day-to-day financial transactional activities outsourced to the SSC BPO through review of key reports and metrics, escalating any recurring issues to the Sector Process Leads and/or Service Delivery Manager
- Support execution of MU initiatives, business actions and priorities

### **Friesland Campina Financial Shared Service**

Senior Business Accountant – (RTR Team Lead)

- Coordination of workload and (closing) processes within business accounting (sub) team – Sales & Staff; Projects & Production
- Handle and solve integral business process escalations
- Analyze and evaluate Rtr business processes and provide advice on improving these processes
- Identify opportunities to standardize business processes e.g. freight analysis standards, goods movements standards
- Coordinate and implement complex business changes
- Ensure Internal Control Framework (ICF) controls are executed and are compliant to FC control framework.
- Contact person and key user for business accounting processes
- Ensure execution of standardized business processes within FSSC
- Perform month-end and year-end closing activities – Fixed Asset management, forex revaluation, intercompany reconciliation, inventory management, Hyperion (HFM) tool reporting (load & validation error clearing), management P&L report.
- Leads the RTR team to complete financial accounting activities which include Financial Reporting, P&L, SG&A expenses, allocations, reconciliations, general ledger maintenance, financial close, full balance sheet review, Reporting Packages preparation and review, local GAAP compliance etc.
- Prepare periodical and adhoc business reports required based on (external) supervisory bodies and/or legal requirements and legislation
- Coordinate and prepare consolidated financial statements (HFM)
- Perform accounting analysis and draw up performance indicators to support the team for reporting on financial and non-financial KPI's, reporting on SLA to OpCo

## Language

English

Bahasa Melayu

Tamil

May  
2016  
-  
Jan  
2017

- Collaborates closely with stakeholders, executing activities on standardized process and ensuring compliance to local fiscal, legal and statutory requirements.
- Successful RTR migration from scoping till project go-live and continuous improvement projects are in place to manage the organizational changes, internal controls and optimization initiatives.

### Shell Business Operations Malaysia

Reporting & Analysis Team Manager

- Review standardization and process efficiency for Fixed Asset accounting scope for Malaysia entities.
- To ensure ("The Group") closing tasks are performed within the stipulated timeline while stabilizing with new scopes due to R&A impact.
- Be accountable for the Financial Statements, not only ensuring accurate and timely delivery but also creating capability to deliver a robust review.
- To understand and embed the controls that applicable to The Group with continuous improvement and close monitoring the controls throughout the year.
- Continue to drive effective Soar Analysis and accuracy through the Balance Sheet Review and High Risk Assessment Review.
- To build strong relationship with controllers and other processes in order to ensure seamless and continuous operations.

#### Team Management

- Demonstrate support to the team; spend quality time on developing skills by assisting team members in their tasks within my current scope of responsibilities.
- Ensure effective on boarding of new R&A staff, ensuring quality handovers that will pass compliance tests in >98 % of the cases.
- Give regular recognition and feedback on performance and share rewards with transparent SRA process.
- Have clear performance discussions across the team to set expectations, recognize success and intervene when performance is below standards.
- Engage staff to continue provide coaching, mentoring and development support beyond my boundaries.

Feb  
2013  
-  
Apr  
2016

### Genesis Oil and Gas Consultants Malaysia

Cost Controller

- Lead the process standardization and optimization agenda for all RTR activates in FSSC scope.
- Work alongside PMO and RTR Operations Lead to deliver successful FSSC RTR deployments.
- Assists and supports the Business Director EPC contract.
- Follows up the activities on engineering services, secondment activities, and lump sum engineering services contracts or reimbursable.
- Monitors budget forecast for projects under the cost engineer supervision.

- Collaborates closely with stakeholders, executing activities on standardized process and ensuring compliance to local fiscal, legal and statutory requirements.
- Successful RTR migration from scoping till project go-live and continuous improvement projects are in place to manage the organizational changes, internal controls and optimization initiatives.
- To challenge the Project Managers from a financial perspective, particularly in relation to the achievement of margins in Projects.
- Issues special man-hours registration and / or invoicing procedure. • Provides the Accounting department with necessary information for invoicing and accounting.
- Ensures compliance with and implementation of both company and client HSE Management System objectives and procedures.
- Review the results and forecasts in conjunction with the Projects monitor of project costing and Monthly Project reporting for PM (Project Manager).
- Ensures compliance with corporate Quality standards and GOPS.
- Work with Global Process Owners and Corporate Control to ensure all BSG RTR activates comply with policies, SOW's and SLA's Work closely with the finance shared service team for closing activities – general ledger (GL) & reporting portion.
- Involved in finance task migration & ERP migration – leading the Oracle system migration for the SSC team.
- Responsible to compile line Department's time writing, provide monthly cost allocation and accruals
- Preparation of Monthly management reports for the Business Director

## **Aug 2012 – Feb 2013** **Carigali PTTEPI Operating Company SDN BHD**

### **Cost Controller**

- To ensure that proper accounting and finance standard practice applied consistently at Line Department.
- To ensure governance to LOA, JOCA, JOA, GSA, PSC and CPOC process and procedures.
- Manage and review Line Department's invoices to ensure correct charges and as per Contract/PO/SO, WBS, Cost Centre. • Monitor MSR, RPO/RSO and GR/IR to ensure correctly done and timely release
- Monitor and review Department's expenses are in line with approved WPB and report on variances to BSF and line Dept.
- Ensure correct charges of expenses into WBS and Cost Centre in line with Budget.
- Involved in Finance closing activities and is responsible to compile line Department's time writing, provide monthly cost allocation and accruals
- Prepare, monitor and ensure AFE are in place and updated to reflect the line Department's CAPEX/OPEX according to PSC and company's procedures.
- Provide timely advice to Financial Services on line Department's monthly Cash Call and 2 months projection.
- Ensure standard compliance of LOA, PSC, JOA & JOCA and other company's policies and procedures.
- Will be the focal or resource person for line Dept. on or during audit

**Aug**  
**2012**  
–  
**Feb**  
**2013**

**Aker Solutions Malaysia Sdn. Bhd.**

Cost Controller

- To provide support to functional departments within the company this includes the production and interpretation of timely and accurate financial results, budgets, forecasts and MPR.
- To challenge the Project Managers from a financial perspective, particularly in relation to the achievement of margins in Projects.
- To provide support to the Project Team when it comes to financials in correlation to upsides/downsides/risks.
- Scope management – to ensure all technical changes are reflected in the cost estimates. Assist and support projects change management process (VORs and VO)
- To prepare of monthly reports, monthly forecasts and annual budgets correlated to Projects, Monitor costs and control costs, financial progress, estimate to complete.
- Monitoring the Project cashflow with accordance of requirements and contract requirements, especially for Project costs payments to major suppliers
- Prepare customer invoice, while monitor and control invoice payment.
- Ensure proper closing activities such as purchase orders/sub-contracts, activities, networks, WBS, accounts, GR/IR BI reports and the overall project
- Review the results and forecasts in conjunction with the Projects monitor of project costing and Monthly Project reporting for PM (Project Manager)
- To assist to monthly financial reports for submission to Aker Solutions Subsea Group.
- To participate in Project Reviews/to involve team discussions within Engineering/Supply Chain/Manufacturing which has involvement in the process of understanding Project costs/implications
- Contribute to the achievement of strict financial controls in all areas/ within projects, in coordination with Project Planning in ensuring the right set-up of the WBS, correctly built.
- To contribute to Group and external audit exercise in relation to projects contribution and project costs
- To participate in training and motivational programmes to develop oneself in the Project Management team.
- To understand the Product to which the Project is managed from the current work package
- To take control on the manufacturing cost and preparation of manufacturing report and P&L report