

Instructions:

- 1) Please fill-up the form completely and avoid leaving blank items.
 - 2) Search will commence once submitted to HR with complete requirements & data.
 - 3) HR will contact the requesting party for any clarifications regarding the request.
- Note: Approval of the CEO & PRESIDENT and/or CFO is necessary for requisitions for new (unbudgeted) headcount/ position.*

EMPLOYEE REQUISITION FORM (ERF)

DETAILS OF REQUISITION

Date Requested:	<input type="text" value="10/18/24"/>	Employment Status:		
Position/ Job Title:	<input type="text" value="General Ledger Supervisor"/>	<input checked="" type="checkbox"/> Regular Employee	<input type="checkbox"/> Contractual/ Project Employee	
Dept/ Org.:	<input type="text" value="Finance"/>	<input type="checkbox"/> Consultant	<input type="checkbox"/> OJT	
		<input type="checkbox"/> Others:	<input type="text"/>	
Job Classification	<input type="checkbox"/> Executive	<input type="checkbox"/> Sr. Manager	<input checked="" type="checkbox"/> Manager/ Jr. Manager	
	<input type="checkbox"/> Supervisor	<input type="checkbox"/> Entry Level		
Reporting to:	<input type="text" value="Accounting Manager"/>	Target Start Date:	<input type="text" value="ASAP"/>	

REQUESTING ORGANIZATION

<input type="checkbox"/> Metro Pacific Investments Corp. (MPIC)	<input type="checkbox"/> Metro Pacific Agro Ventures Inc. (MPAV)
<input type="checkbox"/> Metpower Ventures Partners Holdings Inc (MVPHI)	<input checked="" type="checkbox"/> Others <input type="text" value="Universal Harvester Dairy Farms Inc."/>

PURPOSE OF REQUISITION

<input checked="" type="checkbox"/> New requirement	<input type="checkbox"/> Replacement for resigned employee
<input type="checkbox"/> Replacement for transferred employees	<input type="checkbox"/> Temporary requirement
Budget: <input type="checkbox"/> Budgeted	Approved by: <input type="text" value="J. Menendez"/>
<input type="checkbox"/> Unbudgeted (for approval)	
<small>Name & Signature</small>	

JOB SPECIFICATIONS

Job Objective

These are the general responsibilities and descriptions of key tasks and their purpose, relationships with customers, coworkers, and others, and the results expected of incumbent employees.

General bookkeeping and financial reporting work. Anything not processed or handled by other sections shall be under GL.

Work and professional experience required

Working in a manufacturing environment, dairy company a plus

Core accounting knowledge is necessary

Temporarily individual contributor for at least a year or so

Ideal personality or behavioral competencies.

e.g. Can handle very stress full situations due to tight deadlines and other requirements of the business.

Integrity is important

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**EMPLOYEE
REQUISITION FORM
(ERF)****JOB SPECIFICATIONS****Primary Responsibilities/ Duties**

Identify tasks that comprise about 90 to 95 percent of the work done and listing tasks in order of the time consumed (or, sometimes, in order of importance)
e.g. Perform Financial Analysis to support the business. Maximize shareholder value through optimal financing.

Please see attached.

What Skills or required certifications or licenses are needed?

e.g. CPA, MBA, MS. Finance but not required

Please see attached

Educational Background required

Years of experience required

REMARKS:**REQUESTED BY (HIRING MANAGER):**

NAME:

Reginald Gripal

SIGNATURE:

**ENDORSED BY (DEPARTMENT HEAD):**

NAME:

Jovy Hernandez

SIGNATURE:



THE LAGUNA CREAMERY INC.

Job Description

I. JOB IDENTIFICATION

JOB TITLE	:	GA Supervisor
JOB LEVEL	:	
SECTION	:	Accounting/Finance
DEPARTMENT	:	General Accounting

II. ORGANIZATION SCOPE AND RELATIONSHIPS

Reports To	:	Accounting/Finance Manager
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Full supervision over	:	Department
Partial supervision over	:	None

COORDINATES

Internally with	:	All Departments
Externally with	:	

II. BASIC FUNCTION

- General Accounting / General Ledger

IV. DUTIES AND RESPONSIBILITIES

- Supervise the general (ledger) accounting team, ensuring accurate and timely recording of financial transactions.
- Collaborate with management to gather, analyze, and report financial information.
- Prepare and review financial statements and budget reports in compliance with professional and regulatory standards.
- Monitor and evaluate cost structures and revenue streams to enhance financial performance.
- Conduct financial forecasting and risk modeling to support strategic business decisions.
- Document financial processes and ensure adherence to internal controls and best practices.
- Oversee month-end and year-end closing processes, ensuring accuracy and compliance.
- Prepare progress reports and present findings to management, recommending solutions for efficiency improvements.

- Stay updated on regulatory requirements and industry best practices in financial management.

V. QUALIFICATION GUIDES

Education	:	Graduate of BSA
Licensure	:	Preferably a CPA
Experience	:	At least 2-3 years supervisory experience in the same position.
Competencies	:	Strong experience in financial reporting. Excellent analytical skills and attention to detail.
Special Courses/Training	:	Adept with SAP operation
Physical Effort/ Working Condition	:	Good communication skills, with a sense of urgency, can work under pressure, proactive, honest/intact integrity

I hereby understand and accept my duties and responsibilities as described above. I will ensure adherence to standard office procedures, rules and regulations and perform my job according to agreed standards of performance.

Conforme by Incumbent Jobholder	:		Date	:	
Approved by Chief Finance Officer	:		Date	:	