We are absolutely thrilled you are interested to join us at Rohlik Group. By now we have spoken to you about your experience and personality in great detail. Next step is to find out how you tackle a task in reality.

**Group Accounting Team Manager**

**Task**

You have recently been appointed as the Group Accounting Team Manager in a mid-sized company that is expanding its operations globally. The finance team is responsible for managing financial transactions, preparing reports, and ensuring compliance with regulatory requirements. The team consists of two Teams with about 20 members with diverse backgrounds and experiences.

Scenario:

Your team is currently working on an important project involving the implementation of a new financial system. The project has tight deadlines, and there is a considerable amount of pressure to ensure a smooth transition without disrupting daily operations. Additionally, the team has been facing challenges with communication and collaboration, leading to misunderstandings and conflicts among team members.

Your Tasks:

1. **Leadership Skills:**
   * Demonstrate how you would motivate and inspire your team to embrace the challenges associated with the new financial system implementation.
   * Outline your approach to fostering a positive and collaborative team culture.
   * Describe how you would set clear expectations for individual roles and responsibilities within the team.
2. **Conflict Solving:**
   * Explain your strategy for preventing conflicts from escalating and affecting the team's productivity.
   * Highlight how you would promote open communication and feedback within the team to address any underlying issues.
3. **Cooperation:**
   * Share examples of how you have encouraged cooperation and knowledge sharing among team members in your previous roles.
   * Discuss how you would leverage the diverse skills and backgrounds of your team members to achieve the project goals.
   * Outline your strategy for building strong relationships with other departments that are critical for the success of the financial system implementation.
4. **Prioritization:**
   * Describe your approach to prioritizing tasks and deadlines to ensure the successful and timely completion of the financial system implementation (what would you focus on if not all of the priorities can be executed within the upcoming time)
   * Explain how you would allocate resources effectively and manage competing priorities.

**Evaluation Criteria:**

You will be evaluated based on your ability to demonstrate effective leadership, resolve conflicts, promote cooperation, and prioritize tasks in a dynamic and challenging financial environment. Please be prepared to discuss your thought process, decision-making, and outcomes during the debrief session following the case study.

**Format**

Please prepare a structured presentation, which you will use to walk us through your proposal. Get ready for a 60-minute presentation, including Q&A.