

Cost Management Accounting Program

Bharti Airtel Limited is a leading global telecommunications company with operations in 18 countries across Asia and Africa, headquartered in New Delhi, India. In India, the company's product offerings include 2G, 3G, 4G & 5G wireless services, mobile commerce, fixed line services, high speed home broadband, DTH & enterprise services. In the rest of the geographies, it offers 2G, 3G, 4G wireless services and mobile commerce. We are always looking for people who are thinkers & doers. People with passion, curiosity & conviction, people who are eager to break away from conventional roles and do **'jobs never done before'**.

Level: Manager

CTC: 10 lacs per annum (inclusive of fixed + variable pay)

One Time payout – 1 lac (joining bonus; paid in the 2nd month post joining)

We are hiring for a diverse set of roles, across the country. You can be chosen for anyone of the following roles, after a 4-6 months induction journey

1. Commercial Manager, Airtel Business

Role Purpose

Acts as a key commercial strategist for Airtel Business, enabling revenue growth with ensuring profitable through rigorous deal evaluation, pricing governance, risk assessment, and contract structuring.

Core Value Delivered

- Enables profitable decision-making on large, complex enterprise and data deals through scenario-based commercial analysis.
- Protects organizational interest by identifying and mitigating financial, regulatory, legal, tax, and execution risks embedded in bids and contracts.
- Strengthens Airtel's competitive positioning via pricing intelligence, benchmarks, and optimized deal structures.

Critical Capabilities

- Financial modelling, sensitivity analysis, and pricing strategy
- Strong commercial judgment to evaluate business case with relevant T&C and ensure adherence to commercial DoA.
- Senior stakeholder engagement, negotiation, and decisiveness

Why This Role Matters This role directly influences margin realization, risk exposure, and win-rates in strategic enterprise deals, making it a critical enabler of Airtel Business growth.

2. Analyst - Fixed Assets/Revenue Reporting

Role Purpose

Ensures accurate, timely, and compliant financial reporting across Revenue (Prepaid, Postpaid, IUC & Roaming) and Fixed Assets by managing end-to-end accounting processes, enabling true financial visibility while meeting statutory, audit, and operational requirements.

Core Value Delivered

- Delivers a true and accurate view of Airtel's financial performance through disciplined revenue recognition and fixed asset accounting in line with agreements, systems, and statutory norms.
- Ensures timely month-end and year-end closures across Revenue and Fixed Assets, strengthening audit readiness and governance.
- Protects financial integrity by ensuring compliance with internal controls, corporate policies, and regulatory requirements.
- Improves operational efficiency through automation, process optimization, and effective FTE utilization across R2R activities.
- Enables stakeholder confidence by providing reliable financial reports and resolving cross-functional and OpCo queries.

Critical Capabilities

- Strong grounding in accounting principles covering Revenue Recognition and Fixed Assets lifecycle (capitalization, depreciation, disposal).
- Hands-on experience with ERP systems (Oracle or similar), AR modules, and advanced Excel for reconciliations and reporting.
- End-to-end ownership of month-end close, journal accounting, and balance sheet substantiation.
- Process orientation with the ability to identify gaps, drive automation, and enhance SLA-driven shared service performance.
- Effective stakeholder management across Business, OpCos (including Africa), Auditors, and Internal Finance teams.
- Team leadership and execution discipline in fast-paced, deadline-driven environments.

Why This Role Matters

This role is critical to Airtel's financial governance and decision-making. By ensuring accurate revenue reporting and robust fixed assets accounting, it directly impacts audit outcomes, statutory compliance, financial transparency, and the scalability of Airtel's finance operations across geographies.

3. Analyst – Business Planning and Analysis

Role Purpose

Supports business leaders through financial insights, planning, and performance analysis to enable informed operational and strategic decisions.

Core Value Delivered

- Translates financial data into **actionable insights** through variance analysis, KPI tracking, and management reporting.
- Strengthens **budgeting, forecasting, and cost discipline** at the unit level.
- Enables strategic planning through scenario analysis, profitability assessment, and margin improvement inputs.

Critical Capabilities

- Strong analytical and problem-solving skills
- Financial modelling, Excel proficiency, and data interpretation
- Cross-functional collaboration with business, sales, operations, SCM, and marketing

Why This Role Matters This role forms the analytical backbone of business decision-making, ensuring financial rigor, predictability, and performance tracking across operating units.

4. Analyst - Financial Reporting

Role Purpose

Supports the organization controller by providing strong analytical and governance oversight on financial close and reporting, ensuring accurate, compliant, and timely financial statements at segment and entity level.

Core Value Delivered

- Ensures integrity of financial reporting by driving disciplined month-end close reviews, balance sheet scrutiny, and subsidiary financial preparation.
- Strengthens audit readiness and control environment through structured audit calendars, trackers, and ICOFR self-testing.
- Improves consistency and efficiency in reporting through standardized templates, DTR schedules, work instructions, and automation.
- Enables management and corporate reporting with reliable, well-controlled financial information.

Critical Capabilities

- Strong accounting and financial reporting expertise with sound commercial judgment
- Analytical and problem-solving skills with attention to detail and controls
- Ability to design templates, standard processes, and enable automation

- Cross-functional and cross-cultural collaboration with finance, audit, and business teams

Why This Role Matters

This role contributes to Airtel's financial governance and reporting accuracy. By ensuring robust processes, audit discipline, and control compliance, it directly safeguards the credibility of financial statements and supports informed decision-making at leadership and board levels.