

Job Description

Role Title: Costing Trainee

Function: Finance & Control

Role Purpose

The Costing Probationer role is designed to build end-to-end understanding of manufacturing, distribution, and commercial costing within Finance & Control. The role provides structured exposure across factory operations, costing processes, controls, and central CoC activities to develop strong functional and business acumen.

Key Responsibilities

- Understand end-to-end manufacturing and factory operations, including production processes, utilities, engineering, safety, quality, SCM and manpower planning.
- Develop working knowledge of product costing including BOMs, recipes, standard setting, variance analysis, DMO and SAP costing modules.
- Support factory costing activities such as DF exercises, PEC discussions, month-end closing, and KPI analysis.
- Gain exposure to distribution costing, MOGE, transfer pricing, and fixed asset accounting.
- Participate in shop-floor reviews, WORs/DORs, audits, and cross-functional meetings to understand business drivers.
- Contribute to cost reduction, SHARK savings, process simplification and digitalisation projects.
- Ensure adherence to internal controls, compliance requirements, and global costing guidelines.

Learning & Development Exposure

- Factory costing and manufacturing operations (production, utilities, QA, SCM).
- Cost Centers, allocation drivers, variance cockpit and SAP functionality.
- Distribution costs, fixed and variable expenses, and P&L impact.
- MOGE, transfer pricing models, and global service routines.
- Fixed assets lifecycle, Capex, FFOH accounting and tax basics.
- Cross-functional exposure to Sales, HR, Engineering, Audit and CoC teams.

Key Stakeholders

- Factory Operations & Engineering Teams
- Supply Chain & Quality Teams
- Sales & Distribution Teams
- CoC Costing & Corporate Costing
- Audit & Tax Teams

Ideal Candidate Profile

- Graduate/Postgraduate in Finance, Costing, or Management (CA/CMA trainee background preferred).
- Strong analytical skills with interest in manufacturing and commercial finance.
- Willingness to work in factory and cross-functional environments.
- Basic exposure to SAP or ERP systems is an advantage.
- High learning agility, attention to detail, and stakeholder orientation.