

Job Title: Finance Functional Associate (Cross-Training Program)

Location: [Hyderabad]

Employment Type: Trainee / Full-Time

Role Overview

We are looking for **high-potential Finance professionals (M.Com / CA)** who are interested in transitioning into **Enterprise Finance Functional Consulting roles** within our IT Services organization. This role is part of our **Finance Functional Cross-Training Program**, designed to build a strong pipeline of consultants for **ERP Finance platforms such as Workday, Oracle Financials, and other enterprise finance systems.**

Selected candidates will undergo **structured training in finance business processes, ERP finance modules, and consulting methodologies**, followed by deployment on client implementation, support, and transformation projects.

Key Responsibilities

Finance Process Understanding

- Develop strong knowledge of **end-to-end finance processes**, including:
 - Record to Report (R2R)
 - Procure to Pay (P2P)
 - Order to Cash (O2C)
 - Financial Planning & Analysis (FP&A)
- Support documentation of **business requirements and finance process workflows.**

ERP Functional Training & Support

- Participate in **structured training programs** on ERP Finance modules (Workday Finance / Oracle Financials).
- Assist in **system configuration validation, testing, and documentation.**
- Support functional consultants in **solution design and business process mapping.**

Client Project Support

- Assist in **implementation, rollout, and support projects.**
- Participate in **user acceptance testing (UAT)** and functional validation.
- Support **incident resolution and system enhancements** in finance modules.

Documentation & Knowledge Management

- Prepare **functional specifications, business process documents, and training materials.**
- Maintain **process documentation and knowledge repositories.**

Continuous Learning

- Build expertise in **ERP finance modules, finance transformation, and digital finance platforms.**
- Participate in internal **certification and skill development programs.**

Required Qualifications

- **M.Com / CA (Inter / Qualified).**
- 0–2 years of experience in **Finance, Accounting, or Audit.**
- Strong understanding of **accounting principles and financial processes.**
- Proficiency in **Microsoft Excel and financial analysis.**

Preferred Qualifications

- Exposure to **ERP systems such as SAP, Oracle, or Workday.**
- Experience in **finance operations, accounting, or audit firms.**
- Knowledge of **financial reporting, reconciliations, and compliance processes.**

Key Skills & Competencies

- Strong **analytical and problem-solving skills**
- Understanding of **finance business processes**
- Ability to translate **business requirements into functional solutions**
- Good **communication and stakeholder interaction skills**
- Strong **documentation and presentation skills**
- Willingness to learn **enterprise applications and consulting methodologies**

Training & Career Development

Selected candidates will undergo structured development including:

- **ERP Finance Functional Training**
- **Business Process Consulting Methodology**
- **ERP Certification Programs**
- **Client Project Exposure**

Why Join This Program

- Opportunity to transition into **high-demand ERP consulting roles**
- Structured **training and certification support**
- Exposure to **global enterprise clients**
- Clear **career progression in enterprise technology consulting**