

# Accounting Recruiting

***“In my role as an accountant for the ethanol trading group, I have had the opportunity to work with accountants and traders. Exposure to both the accounting and commercial aspects of the business has provided me with a better understanding of the trading business as a whole.”***

**– Andy Thompson, Flint Hills Resources trade accountant  
and 2009 accounting intern**

# accounting **Career** opportunities

## **1** staff accountant

The roles at Koch companies are varied and diverse. Former interns that went on to accept full-time positions cited the following as factors that helped in their decision-making and offered reasons as to why Koch accounting roles are ideal for high-achieving students

- Complexity of transactions resulting in more challenging, fulfilling work
- Expectation to maximize value using economic and critical thinking
- Ability for individuals to make an impact through increased ownership and decision rights
- Breadth of opportunities across capabilities and industries due to the value placed on accounting expertise
- Frequent and direct involvement with business leaders; a productive two-way challenge process
- Opportunities for international experience
- Exposure to and understanding of industry and markets
- Long-term career growth potential and leadership development programs

Career opportunities within the accounting discipline may include

- Plant/Fixed-asset accounting
- Financial reporting/Consolidations
- Cost accounting
- Internal audit
- Non-accounting roles (Finance; IT; Logistics)

Staff Accountant is a general title that encompasses many roles including transactional accounting, business accounting, and financial reporting, just to name a few. Regardless of the specific role, with a thorough involvement in the accounting process, Staff Accountants will gain a solid understanding of the Koch company and the industry they support including profit drivers and competitive position. Staff Accountants typically progress upward through the Controller's organization but because of their deep involvement in numerous areas of the business, Staff Accountants also have career progression through other areas including Finance, Marketing, Business Development, and Operations.

### **Typical Responsibilities**

- Understand the comprehensive accounting processes that support Koch businesses; This includes cash management processes (such as forecasting, order to cash, and purchase to pay), legal entity and management accounting, and financial reporting and analysis
- Manage accounting processes on a front to back basis for a specific business segment
- Financial analysis of the business to help the business leaders understand results, and to help identify opportunities for improvement
- Help maintain the appropriate internal control environment and ensure the business is fulfilling its requirements and compliance standards
- Perform special projects that provide numerous learning opportunities within accounting and other areas of the businesses

## 2 trade accountant

Trading Accountants work directly with commercial traders and trading support functions to provide the necessary accounting, financial analysis, and internal control environment necessary to maintain world class commercial trading operations within several Koch businesses. Trading Accounting roles are typically divided between front, middle, and back office functions, each focusing on different components of the trading process. Trading Accountants typically have career progression through the Trading Accounting organization but because of their deep knowledge of the trading process they frequently move to the commercial trading organization as market analysts (and eventually traders), or in other trading support functions.

### Typical Responsibilities //

- Capture and review commercial trading contracts identifying key elements that need to be tracked throughout the life cycle of the trade
- Create and calculate daily trading position reports that reflect the volume and location of physical and financial trading positions around the world
- Communicate frequently with commercial traders and trading support functions
- Monitor the internal control environment to ensure strict compliance with Koch company standards
- Analyze trading results and collaborate with traders to identify areas to improve performance
- All of these responsibilities are conducted in a very fast-paced, strict deadline-oriented environment

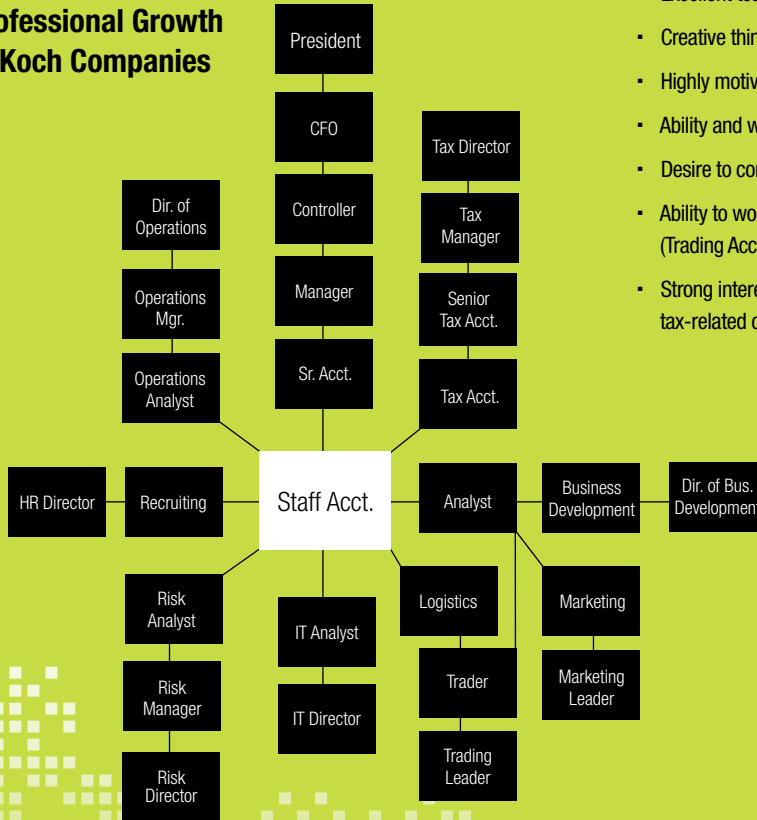
## 3 tax accountant

Tax Accountants begin their careers within the Koch tax organization providing accounting and financial analysis support for tax compliance, planning, and research for tax jurisdictions around the world. Tax accountants will interact with tax attorneys, tax support functions, and business accountants in all Koch companies while being introduced to all aspects of running a global tax support function. Tax Accountants will typically progress upward through the tax organization so some background in tax, strong performance in tax-related classes, and an interest in taxation are required for these roles.

### Typical Responsibilities //

- Work with businesses, tax professionals, and outside service providers to help plan and execute commercial transactions
- Help analyze economic implications of different transactions from a tax perspective
- Collaborate with businesses to ensure tax-efficient means of accomplishing desired results
- Prepare and review tax accounting work papers for periodic (monthly, quarterly, annual) compliance filings (state, federal, foreign)
- Detailed reconciliation and review of tax balance sheet accounts
- Administration of state, federal, and foreign income tax audit requests

## Professional Growth at Koch Companies



### Preferred Skills for All Accounting Roles

- Good knowledge of Microsoft Office products
- Excellent teamwork, collaboration and communication skills
- Creative thinking and problem solving abilities
- Highly motivated
- Ability and willingness to embrace challenge and change
- Desire to continuously learn new things
- Ability to work in a very fast-paced, deadline-driven environment (Trading Accounting)
- Strong interest in taxation and/or performance in tax-related classes (Tax Accounting)



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