

## *Employer in the spotlight*

# **A fruitful step towards career development**



**Name:** Wayne So  
**Title:** Deputy General Manager  
**Company:** Golden Lyca China Co Limited

Wayne So, Deputy General Manager of Golden Lyca China Co Limited, gives us some insights into an employer's perspective on the accounting profession and the importance of having a professional qualification in a thriving yet competitive environment.

### ***Could you give us a brief introduction to your company and your responsibilities in the company?***

Golden Lyca China Co Limited is a trading company for sundry products such as batteries and torches. Our export markets range from countries in Africa to those in Southeast Asia, including Vietnam, Cambodia and Singapore. We have been in this business for 20 years.

As the Deputy General Manager, I am in charge of a number of departments including accounting, shipping, administration and human resources. The composition of our accounting department is rather simple, with three units: accounts receivable, accounts payable and general ledger.

### ***What are some of the qualities Nora Lau shows that impress you?***

Nora joined us in early 2012 and I took part in her interview selection. Nora is proactive and responsible. She shows initiative in taking up extra responsibilities and does not hesitate in completing them quickly and accurately, even if this means working longer hours. Such willingness to take on extra responsibility is a valuable attribute of an employee.

### ***Can you comment on Nora's competence in applying technical knowledge at work?***

Nora has certainly showed us that she is well-versed in terms of technical knowledge and its practical application. She deals mainly with accounts receivable and credit control, with responsibilities ranging from spotting issues and problems to communicating with our clients. She is also responsible for preparing aging reports. The fact that she has consistently highlighted crucial control issues to clients reflects her competency in applying her technical knowledge at work.

***Do you think that having a professional qualification is important? What are your views on the AAT qualification?***

Nowadays, all accounting personnel should keep abreast of updates to standards, practice and technologies. A professional qualification is a benchmark of competence and is recognized as such by the industry. As an employer, I view having a professional qualification like AAT and relevant experience as equally important in considering whether a candidate is suitable for an accounting position.

From Nora's performance, I can see that the AAT qualification has a well-rounded coverage of essential technical and practical knowledge; this combination can help the graduates handle a wide range of tasks effectively.

***As an employer, what do you expect from prospective accounting personnel?***

I think there has been a shift in expectations of accounting personnel in the last decade. In the past, most junior to mid-level accounting staff were expected to possess only basic book-keeping skills. Nowadays, we expect them to possess analytical skills and communication skills and to have a good understanding of accounting regulations and requirements. For instance, when preparing financial analysis for management, accounting personnel should be able to highlight the important issues and suggest solutions and improvements.

***What in your opinion are the future opportunities for Nora?***

Nora is currently studying towards her eventual goal of qualifying as a certified public accountant. This will undoubtedly open up more exciting opportunities for her as she progresses through her career, especially in a more senior and management-level capacity.

***Do you have any advice for current students and prospective accounting personnel?***

Hong Kong is still a sustainable and potential market which supports numerous small and medium-sized businesses. I believe accounting remains a profession with many opportunities in everything from large listed companies to small businesses.

