

## *Employer in the spotlight*

# Preparing well and capturing opportunities



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The rapid development of Mainland China provides tremendous business opportunities for many Hong Kong industries, including the accounting profession. Cyrus Yip from Ready System Engineering Limited shares his views on how accounting professionals can equip themselves to grasp the golden opportunities and tackle the challenges ahead.

### *Give us a brief introduction to your company and your responsibilities in the company.*

Our company specializes in engineering with a focus on mechanical and electrical engineering services. We are involved in civil engineering, foundation engineering and also manufacture stainless steel water pipes.

I serve as the company's accounting manager, heading our accounting department. I am responsible for overseeing the company's financial issues, including managing and preparing the company's monthly accounts for management review. I am also in charge of cost control at the factories which manufacture our products. These duties also extend to our subsidiaries in Macau and Mainland China.

### *What are some of Lok's qualities that impress you?*

Lok has struck me with his very proactive personality as he always takes the initiative in asking questions. In my opinion, this is a very valuable trait for an employee, particularly for someone who is fresh in the field. I also found Lok a creative person. He does not stagnate under old methods but creates new ways that he thinks are more effective for carrying out his tasks.

***How would you comment on Lok's competence in applying his technical knowledge at work?***

Lok's solid accounting foundation has given him a good understanding of the processes and requirements in his work, which enables him to perform his work efficiently and effectively. For example, he has assisted me in setting the transfer pricing levels of our products. Also, our accounting systems were relatively dated; Lok helped to develop a more efficient process. He is also competent in using formulae in spreadsheet programmes. Lok has demonstrated his knowledge of Hong Kong accounting standards. He helps our staff in Mainland China adapt to Hong Kong accounting regulations and practices.

***What are your views on the AAT qualification?***

In my opinion, continued development and professional qualification are crucial to all accounting personnel. A recognized professional qualification like AAT can equip them with presentable credentials – this is especially relevant for those who have just entered the field. As an employer, I am assured that AAT qualification holders have attained a standard level of knowledge and skills required in the positions.

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

I place heavy emphasis on a number of attributes when I consider prospective employees. Having a resilient working attitude is the most important factor. However, it is difficult to know a person's attitude from an interview. Thus, having professional qualifications is a good way of showing that the candidates are assertive about their careers. Stability is another concern. Employers always want to hire someone who is willing to spend time learning about the job and the organization and trying to excel in it. Last but not least, a hardworking candidate will always be seen in a more favourable light than one who is not.

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

Currently Lok is working in an assisting capacity in many of his responsibilities. I would expect that with growth in both his experience and knowledge, Lok will eventually take on more managerial responsibilities and be involved in some of the department's decision-making processes.

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

Many companies are extending their business to Mainland China. Accounting professionals in Hong Kong are playing an important role in supporting these companies. Therefore, attaining a professional qualification is definitely important in opening more doors to tap the vast mainland market and to compete with others.