



***Employer in the spotlight***  
***Written by Aldric Chau***



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**Title: Manager**  
**Company: RongGao Interior Contracting Ltd.**

**Foundation for building your sky-high career**

The building and construction industry enjoys stable demand and growth but faces fierce competition. Providing a one-stop service that entails interior design, construction and maintenance is important in today's market. Raymond Wong, Manager of RongGao Interior Contracting Ltd., talks about how accounting plays a pivotal role in the interior design business.

***Tell us about your company.***

Our company was established over 20 years and consists of a few subsidiaries. We mainly focus on interior design, architectural planning and construction projects in Hong Kong and overseas. Locally our target customers are those who need construction services in luxury houses and shopping malls. We also offer services in office buildings, hotels, restaurants, shops and public spaces. Project lengths range from a month to several years.

***What are the particular qualities of Winni Wong that impress you?***

Our business is mainly project-based and therefore costing and budgeting are the key elements to our success. The accounting team consists of three staff. Other than looking after the accounting operation, they have to maintain close liaison with suppliers regarding the cost of materials and to constantly review the financial status of each project.

Winni Wong is our accounts clerk, and she has attained the AAT qualification. Her key responsibilities include handling all invoices and credits to the company's account. She is also involved in budgeting and financial status monitoring in each project, and provides support to the external auditor at the year end. In addition, we count on Winni's support during preparation for new project tenders. Winni is good with numbers. Her numerical sense, coupled with a responsible and independent work attitude, makes her the preferred candidate in looking after each of our different accounts. She is also efficient at work which is essential for us as we need to settle invoices and wage payments to construction workers in a timely manner.



***Can you give us an example of how Winni demonstrates her competence at work?***

After attaining the AAT qualification, Winni showed how she can integrate her knowledge and apply it at work. Three years ago, we took on a large-scale project renovating a club house and all its facilities. Winni was assigned to handle this project, which lasted for more than two years. She did an excellent job throughout the process from preparing the initial budget and costing analysis to handling wages of workers and cost of materials involved. She also kept me updated on the financial status to make sure we did not overspend while delivering quality that matched the client's expectation. The project was completed successfully from both financial and operational perspectives.

***Have you heard about the AAT qualification? Do you think the qualification can help staff to excel at work?***

The AAT qualification has a syllabus tailor-made for the Hong Kong environment. It covers highly diversified topics including business law, auditing and taxation, grooming all-rounded accounting personnel. Winni had the company's full support, with study leave, when she sat for the AAT Examination. We highly value our staff's initiative in continuously improving their competence. Winni has taken on more high-level tasks since attaining the AAT qualification. Now she can increase her exposure to different areas of work to accumulate more experience for further career advancement.

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

Generally speaking, relevant work experience weighs heavily when it comes to recruitment for accounting personnel. As an employer, we cannot always tell from an interview how well a candidate can apply what he learnt or his attitude to work but we can always count on a professional qualification like AAT as a benchmark. It gives employers confidence in hiring someone who reaches the industry's required standards and is committed to developing his career.

***What is the future of the construction industry and what are the opportunities for Winni with the company?***

Although there is a pretty stable demand for building and construction services, the key challenge for us is the intensifying market competition as more service providers join the arena. I believe there is an upbeat feel in the industry. To excel, the company has to stay competitive by developing strategic plans in each project tender. Therefore, we rely a great deal on our accounting team, including Winni, in maintaining a strong spreadsheet for the company by prudently managing our cash flow and tracking material costs. Winni's superior is retiring soon, and our succession plan involves having Winni shoulder greater responsibilities and taking up a more senior position in managing the accounting team. We are hoping to see Winni further develop her skill sets so that she could be able to oversee all the subsidiaries' accounts independently.