

G&A Accountant

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday, 25 June 2026

Closing Date: Thursday 16 July 2026

The Role

As G&A Accountant, you will play a pivotal role in bringing clarity, discipline and transparency to Serica's onshore cost base. Working at the heart of Finance, you will ensure that employee, contractor and overhead costs are accurately captured, understood and fairly allocated across our UK and Netherlands assets—supporting confident, informed decision-making across the business.

This is a role with real organisational impact. You will take ownership of G&A reporting, control and forecasting, delivering robust insights on performance against budget and highlighting emerging trends, risks and opportunities. Through clear communication, you will translate complex cost drivers and allocation methodologies into accessible insights for both finance and non-finance stakeholders.

Partnering closely with HR, Asset teams and department leads, you will support planning, budgeting and life-of-field processes, ensuring G&A costs are fully integrated into wider business plans. Your ability to build trusted relationships will be key in strengthening financial awareness and embedding accountability across teams.

You will also act as a custodian of financial governance; overseeing timewriting integrity, cost allocation models and compliance with industry frameworks. By fostering empowerment and accountability, you will enable colleagues to take ownership of their inputs and outputs, improving accuracy and consistency across the organisation.

Continuous improvement is central to this role. You will actively challenge and enhance processes, systems and reporting, promoting a culture of learning while maintaining a strong focus on controls, audit readiness and data integrity. Respect for diverse perspectives and collaborative working will underpin everything you do, reinforcing Serica's commitment to respect and inclusion.

What we are looking for in potential candidates:

We are seeking a technically strong and commercially aware accountant who thrives in a collaborative, fast-paced environment.

Key Responsibilities

- Lead G&A accounting activities including month-end close, reporting, accruals and balance sheet integrity
- Deliver high-quality forecasting and budgeting for onshore costs, partnering with Finance, HR and operational teams
- Own and enhance cost allocation methodologies, ensuring fair and transparent distribution across assets

- Provide clear, confident insight to stakeholders on cost performance, drivers and variances
- Oversee timewriting governance, promoting accuracy, consistency and strong cost discipline
- Drive continuous improvement across processes, controls and reporting, supporting a scalable finance function

Experience & Qualifications

- Strong management accounting expertise, including budgeting, forecasting and variance analysis
- Proven experience in overhead/G&A cost control and allocation within a complex or asset-based environment
- Advanced Excel skills and experience working with financial systems and models
- Demonstrated ability to influence and communicate effectively with non-finance stakeholders
- Solid understanding of financial controls, governance and audit requirements
- Qualified accountant (ACA, ACCA, CIMA) or equivalent experience preferred

Next Steps

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact Alan.Patterson@orioneng.com at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at marketing@orioneng.com. Further information on how your data is used can be found in their [Privacy Policy](#).

A copy of the full job description can be found [here](#).

JOB DESCRIPTION

Job Title:	G&A Accountant
Department:	Finance
Onshore/Offshore:	Onshore
Location:	Aberdeen
Reports to:	Finance Manager Operations

Role Purpose	
<i>Write a short description of the role below:</i>	
<p>The G&A Accountant is responsible for the effective control, forecasting, and transparent allocation of the company's onshore costs, including employees, contractors, and overheads. The role ensures costs are accurately captured, rigorously analysed, and equitably distributed across operated and non-operated assets in line with internal policies and industry standards (OEUK SOAP4), promoting accountability and fairness.</p> <p>Working in close partnership with key stakeholders across Finance, HR, Asset Management and the wider functional teams, the role promotes open communication and shared understanding of G&A spend. This includes providing clear insight into performance versus budget, supporting accurate and consistent timewriting, and explaining allocation methodologies, charge-out rates, and cost drivers in a transparent and accessible way.</p> <p>The role fosters a culture of continuous learning and improvement, strengthening financial discipline, enhancing processes, and building organisational understanding of G&A cost drivers.</p> <p>Through a collaborative and inclusive approach, the G&A Lead underpins high-quality reporting, forecasting, and planning, supporting informed decision-making and sustainable business growth.</p>	

Areas of Responsibility	
Geographical Span:	Serica Assets - UKCS and The Netherlands
Budgetary Responsibilities:	No
Direct Reports:	No
Travel Required:	Occasional as required

Main Tasks

G&A Accounting, Control & Reporting

- Own the monthly control, accrual, and reporting of Serica's G&A expenditure, including payroll-related costs, contractor costs, and associated overheads, ensuring completeness, accuracy, and a timely month-end close
- Maintain and reconcile relevant balance sheet accounts, including G&A prepayments and accruals, ensuring releases, actualisations, and other accounting adjustments are processed accurately and on time
- Produce high-quality monthly, quarterly, and annual G&A reporting packs, providing transparency over pre-allocation costs, departmental spend, allocation cascades, and the ultimate recovery of costs to assets and corporate activities.
- Monitor trends, anomalies, and emerging risks in G&A expenditure and timewriting data, highlighting issues proactively and providing insight and recommendations to strengthen cost control, reporting quality, and business confidence.
- Liaise with HR to collate and report employee total reward information.

Planning, Forecasting & Budgeting

- Prepare and maintain robust forecasts and annual budget inputs for onshore resourcing and overhead costs, working closely with department leads, HR, Planning, and Finance to gather assumptions, reflect business changes, and build an integrated forward plan.
- Support annual budget preparation, quarterly reforecasting, and life-of-field planning processes by coordinating G&A inputs, aligning assumptions with asset planning timelines, and ensuring G&A costs are fully integrated into broader business plans.

Cost Allocation & Methodology

- Administer and continuously enhance the G&A allocation model, ensuring organisational and overhead costs are allocated fairly and consistently across operated assets, non-operated interests, and corporate activities in line with agreed methodologies and OEUK SOAP4 principles.
- Provide clear explanations to asset managers and budget holders on G&A charges allocated to their assets, including charge-out rates, timewriting proportions, overhead burdens, and the underlying basis of allocation.

Timewriting Governance & Cost Capture

- Lead the timewriting process for relevant employees and contractors, providing guidance, governance, and hands-on support to ensure time is recorded accurately, consistently, and in a timely manner against the correct assets, projects, and non-asset activities.

Business Partnering & Stakeholder Engagement

- Partner with managers and team leads to support understanding of departmental cost performance, including analysis of actual spend versus budget, forecast movements, headcount impacts, burdened cost positions, and key drivers of material variances.

- Work closely with HR and hiring managers to maintain an accurate view of employee and contractor populations, including new joiners, leavers, organisational changes, and forward resource plans to ensure forecasts and allocations reflect the current and planned structure.
- Collaborate with Finance colleagues and the wider business to improve understanding of G&A charge-out methodologies, strengthen ownership of inputs and outputs, and support a transparent, scalable process suitable for a growing multi-asset organisation.

Governance, Compliance & Continuous Improvement

- Ensure compliance with internal controls, finance policies, and relevant industry guidance, including OEUK SOAP4.
- Provide supporting analysis and documentation for internal and external audits, as well as partner queries, as required.
- Contribute to the ongoing enhancement and standardisation of G&A processes, including development of documentation, strengthening controls, improving reporting, enhancing stakeholder communication and training materials, and supporting integration of changes arising from organisational growth and M&A activity.

Essential and Desirable Professional/Educational Requirements

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Essential	<ul style="list-style-type: none"> • Strong management accounting expertise, including accruals, budgeting, forecasting, and variance analysis. • Experience in G&A/overhead cost control and allocation methodologies, ideally within oil & gas or a similar asset-based environment. • Working knowledge of SOAP4 or equivalent cost allocation frameworks. • Advanced Excel and financial systems capability, including managing and improving allocation models. • Proven ability to deliver robust forecasts, budgets, and insightful financial analysis. • Strong stakeholder engagement skills, with the ability to influence and clearly communicate complex financial concepts to non-finance audiences. • Experience working cross-functionally with Finance, HR, and operational teams, ideally across multiple locations. • Solid understanding of financial controls, governance, and audit requirements. • Demonstrated ability to implement and improve processes; and enhance reporting in a growing or changing environment. • Highly organised, detail-oriented, and able to manage competing priorities to tight deadlines.
Desirable:	<ul style="list-style-type: none"> • Qualified accountant (e.g. ACA, ACCA, CIMA) or equivalent experience. • Experience within the oil & gas industry or a similar multi-asset, cost-recovery environment. • Familiarity with OEUK guidelines (including SOAP4) and joint venture accounting principles. • Experience with timewriting systems and resource allocation tracking. • Exposure to ERP systems (e.g. SAP, SUN, etc.) and reporting tools. • Experience supporting M&A activity, integration, or organisational change. • Ability to drive process automation and data visualisation improvements (e.g. Power BI or similar tools).