



OneFinance Internship and Rotation Leadership Programs

The program enables students to obtain hands-on work experience by rotating into an array of functional teams within the Finance organization and other participating functions. The internship curriculum allows students to continuously develop, apply and strengthen skills required in a professional setting that will prepare for a full-time career. joins the respective programs.

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Advancing Possible

The OneFinance Internship serves as a pipeline to evaluate candidates for potential hiring full-time employment (FTE) opportunities and/or participate as an FTE in the Finance Leadership Development Program (FLDP). The FLDP is a multiple-year rotation program that provides new talent hire with an enrich cross-function experience. The program is steered by a committee consisted of seven leaders from an array of finance functions, which some are listed below with notable responsibilities for interns and new hire that joins the respective programs.

Finance & Accounting

- Create appropriate report / communications, reconciliations, flux analysis, and contribute on Continuous Improvement Teams
- Ensure the accuracy of the financial statements for which they are compiling through the application of GAAP and analytical investigation
- Execute top quality accounting and governance functional performance in areas of complex technical accounting and reporting
- Identify, initiate, and promote process redesign and improvements to enhance productivity and efficiency
- Perform processes for identified areas of responsibility including month end process order closure, journal voucher transfers, miscellaneous accruals, cost allocations as designed and 3rd party billings
- Will be asked to perform audit functions in applicable areas

Internal Audit

- Demonstrate teamwork by cooperating with department members, sharing information, utilizing innovations of others, participating in group decision process, and accepting additional assignments as appropriate
- Develop the ability to identify and assess key risks and controls within assigned audit areas
- Expected to participate on teams and various project assignments and identify, initiate, and promote process redesign to enhance productivity, efficiency, and standardization
- Manages multiple priorities to meet deadlines and commitments
- Meet with employees in other parts of the business to understand the function being audited, prepare audit work papers and appropriate report / communications, proactively recommend improvements, and participating in Continuous Improvement Teams
- Must be highly self-sufficient and able to make self-directed decisions as well as support other team members in the department
- Perform accounting and analytical services for corporate and manufacturing departments including Audit, Fixed Assets, Inventory, and Manufacturing Accounting

Tax

- Prepare global quarterly reconciliations and tie-outs
- Prepare monthly cash tax projections for US federal, state, and consolidated global cash taxes
- Prepare various book/tax differences for the tax return and quarterly tax accounting calculations such as fixed assets depreciation, accruals, etc.
- Prepare various work papers and returns for the consolidated tax return including partnerships, corporations, international, and state returns
- Various special tax projects

Financial Planning and Analysis

- Provide financial and reporting support to the business segments and manufacturing sites
- Prepare monthly financial forecast for each business segment
- Plan and implement the annual budget and long-range planning process for the global organization
- Prepare financial package for monthly Business Review Meeting with CEO
- Prepare quarterly MD&A Segment Analysis package and earnings release support for External Reporting and Investor Relations
- Perform corporate modelling for long-range financial scenario planning and monitor the key business drivers
- Perform ad hoc analyses to drive effective management decision-making and maximize financial performance

Recruiting activities are held during Q3 with job posting on LyondellBasell career site and selected universities career portals.