

## The Ultimate Q&A Guide

# 60+ Accounting Interview Questions

These 60+ Accounting Interview Questions  
Decide Who Gets Hired in Dubai & UAE

### *What you need to Know!*

In this PDF, we have compiled the very best accounting interview questions and answers, carefully curated by five (5) highly experienced senior accounting and finance professionals.

Each specialist brings over 20 years of expertise working across Dubai, Sharjah, and Abu Dhabi, in senior roles such as CFOs, CAOs, Vice Presidents of Finance, and Senior Accounting Managers.

These executives have led and managed more than 6,000 finance professionals, overseen entire departments, and been actively involved in hiring, both for new positions and replacements, for many years.

We personally interviewed each of them and specifically requested the most relevant and up to date interview questions they have been asking candidates over the past few months, questions they are certain to continue using throughout the 2026–2027 financial year.

Some of these questions are truly thought provoking and mind blowing.

## Interview Questions and Answers (Part 01)

# Accounting Clerk / Bookkeeper / Accounts Payable & Receivable Clerk Position

### Technical Series (10 Questions)

#### Interview Question 01

You are posting a supplier invoice that includes standard rated items at 5% VAT, zero rated export services, and an exempt local passenger transport service. Explain how you would split and record this invoice in the ledger, including which portions attract input VAT and which do not?

#### Answer 01

I would first split the invoice by VAT category inside the ERP

Supply Type	Posting
Standard-rated goods (5%)	Expense or inventory + Input VAT 5%
Zero-rated exports	Expense only, no VAT
Exempt passenger transport	Expense only, no VAT allowed

Only the standard rated portion goes to the Input VAT control account. Zero rated and exempt items are posted without VAT, and exempt services cannot recover VAT, even if charged incorrectly. This ensures FTA compliant VAT recovery and prevents penalties.

## Interview Question 02

Your manager asks you to verify whether a supplier invoice is a valid UAE tax invoice before posting input VAT. What key details will you check on the invoice, and what will you do if any are missing?

## Answer 02

I verify the invoice contains all FTA required fields:

- Supplier TRN
- Customer TRN (if applicable)
- Tax invoice clearly marked
- Invoice number & date
- Description of goods/services
- VAT rate and amount
- Total including VAT

If anything is missing, I do not post VAT. I request a corrected tax invoice before allowing recovery, to protect the company from FTA disallowance and penalties.

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## Interview Question 03

At month end, the VAT control account does not match the total input VAT you expect from supplier ledgers. Describe the steps you would take to reconcile and identify possible causes of the difference?

## Answer 03

I would Compare supplier ledger VAT totals to VAT control account

Check for,

- Unposted invoices
- Duplicate postings
- Wrong tax codes

- Credit notes not reflected
- Reconcile per supplier
- Trace differences to source documents
- Adjust via journal if required

This prevents wrong VAT returns which could trigger FTA audits.

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### Interview Question 04

UAE corporate tax now applies at 9% on taxable profits above AED 375,000. Explain why it is important for you, as an AP/AR clerk, to code expenses and revenues correctly in the ERP and how this affects the company's taxable income calculation?

### Answer 04

Corporate Tax is calculated on accounting profit.

If expenses or revenues are coded incorrectly,

- Deductible costs may be missed
- Non deductible items may be wrongly claimed
- Profit is misstated

As an AP/AR clerk, I ensure,

- Revenue is in correct GL
- Non business expenses are separated
- Intercompany and exempt income is correctly coded

This protects the company from overpaying tax or FTA penalties.

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### Interview Question 05

A customer pays an advance for a future supply of goods. Explain how you would record the receipt, when VAT becomes due, and how you will adjust entries once the final invoice is issued?

### Answer 05

When the advance is received,

- Dr Bank
- Cr Customer Advances (liability)
- VAT is due immediately on receipt

When final invoice is issued,

- Transfer advance to AR
- Adjust VAT already declared
- Invoice the balance

This follows UAE VAT time of supply rules.

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### Interview Question 06

You prepare AR aging for a Dubai based trading company with many customers in different emirates and free zones. Explain how you would use aging reports to support credit control and what specific follow up actions you would recommend for overdue balances?

### Answer 06

I use aging to,

- Identify customers >30, 60, 90 days
- Flag high risk balances
- Prioritize follow ups

Actions,

- 30 days → reminder
- 60 days → phone + statement
- 90+ days → credit stop + manager escalation

This protects cash flow which is critical in UAE trading firms.

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### Interview Question 07

HR asks for detailed payroll and service-period data so Finance can update the provision for end of service gratuity under UAE labour law. Explain what information you would extract from the system, and how accurate postings by a clerk affect gratuity calculation?

### Answer 07

I extract:

- Start date
- Basic salary
- Contract type
- Leave balances
- Termination dates

Accurate postings matter because gratuity is based on years of service and last basic salary. Any wrong entry creates legal liability under UAE Labour Law.

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### Interview Question 08

You manage petty cash in a UAE office. Describe how you would control disbursements, ensure all expenses are supported for VAT and audit purposes, and reconcile the petty cash balance at month end?

## Answer 08

I will:

- Use vouchers for every payment
- Attach receipts with VAT details
- Approve before disbursement
- Reconcile cash + vouchers monthly
- Post replenishment through bank

This ensures audit compliance and VAT recovery.



## Interview Question 09

Your company imports goods into the UAE, and customs charges VAT, sometimes via reverse charge. Explain how you would record the purchase, the customs VAT, and any reverse charge entries in the accounts payable and VAT ledgers?

## Answer 09

I record:

- Goods to inventory/COGS
- Customs VAT to Input VAT
- If reverse charge applies:
  - Dr Input VAT
  - Cr Output VAT

This ensures VAT is declared but not paid twice.



## Interview Question 10

A customer returns goods that were originally sold with 5% VAT. Explain how you would

process the return, issue a credit note, and adjust the receivable and VAT output accounts?

## Answer 10

I issue a credit note:

- Reduce receivable
- Reverse revenue
- Reverse VAT output

This corrects the VAT return and customer balance.

## Attitude Series (10 Questions)

Below are 10 highly challenging, non technical, attitude testing interview questions. These focus on revealing mindset teamwork, resilience, ethics, adaptability, and cultural fit under pressure scenarios common in fast paced Dubai firms

### Interview Question 01

It's 8 PM on VAT filing day in Dubai, and a key supplier invoice is missing data, delaying the team's close. Your shift ended at 6 PM. How do you handle this without resenting the extra time?

### Answer 01

VAT filing is a legal deadline. I stay, fix the issue, and support the team because the company's compliance comes first. I'll rest later penalties cost far more than overtime.

### Interview Question 02

A coworker posts a wrong payment, but your manager assumes it's your fault in front of the AP team. How do you respond in the moment and afterward?



## Answer 02

I stay calm in the meeting and say, "Let me verify the entry so we correct it fast." Later, privately, I present the facts respectfully. My goal is accuracy, not ego.

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## Interview Question 03

An expatriate colleague from India snaps at you during a busy AR aging review because of a language mix up. How do you de escalate and keep working productively?

## Answer 03

I slow the conversation, clarify the numbers, and keep it professional. In Dubai's multicultural teams, respect keeps productivity high.

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## Interview Question 04

Lunchtime chatter turns to rumors about your Egyptian supervisor being 'too strict.' You're invited to join in. How do you react?

## Answer 04

I don't join gossip. I redirect the talk or excuse myself. Finance depends on trust and professionalism.

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## Interview Question 05

A senior calls at 7 PM on a Friday about a petty cash discrepancy while you're at a family iftar in Dubai. How do you prioritize?

## Answer 05

I acknowledge the message, assess urgency, and resolve it after iftar if critical. Family matters but financial integrity matters too.

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### **Interview Question 06**

A VIP Saudi client ignores your polite AR follow up emails for weeks. Your manager pressures you to 'chase harder.' How do you balance persistence and relationships?

### **Answer 06**

I stay polite but firm, escalating through relationship managers while keeping respect. In GCC, relationships drive collections.

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### **Interview Question 07**

Two clerks are chatting instead of reconciling invoices as the month end clock ticks in your Dubai office. How do you address it without seeming bossy?

### **Answer 07**

I remind them of deadlines in a supportive way. Month end is about team success, not authority.

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### **Interview Question 08**

The company rolls out a new UAE compliant ERP system, but training is rushed and confusing. You're falling behind. How do you cope?

### **Answer 08**

I practice after hours, take notes, ask questions, and adapt. Dubai finance moves fast, learning speed is survival.

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### **Interview Question 09**

HR delays sending employee service data for end of service calculations, blaming you for the provision delay. How do you respond professionally?

### **Answer 09**

I document requests, stay professional, and update my manager. Accuracy protects everyone.

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### **Interview Question 10**

Wage Protection System payroll files fail upload on Thursday evening before weekend. IT is unresponsive. Walk us through your Saturday mindset.

### **Answer 10**

I treat it as critical. Salaries are sacred in UAE. I follow up with IT, banks, and management until it's resolved, even on Saturday.

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Session End - Accounting Interview Questions and Answers

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## Interview Questions and Answers (Part 02)

# Junior / Staff / Associate Accountant Position

### Technical Series (10 Questions)

#### Interview Question 01

Corporate tax is based on accounting profit prepared under IFRS. Explain how errors in accrual and prepayment entries can affect taxable income in the UAE and provide an example of a mis accrual that would distort the corporate tax base.

#### Answer 01

UAE corporate tax is calculated from IFRS based accounting profit, so incorrect accruals or prepayments directly distort taxable income.

If an expense is not accrued in the correct period, profit will be overstated and corporate tax will be overstated. If a cost is prepaid but wrongly expensed immediately, profit is understated and tax is underpaid, creating FTA exposure.

**Example:** A company receives a December electricity bill for AED 40,000 in January but fails to accrue it. December profit becomes AED 40,000 too high, so taxable profit increases and the company pays 9% extra tax it should not have. This is both a tax cash flow loss and a compliance error.

#### Interview Question 02

Your company has both mainland and free zone entities. Explain how you would treat

intercompany supplies for VAT purposes and what you must consider when determining whether a supply is standard rated, zero rated, or outside scope.

## Answer 02

For VAT, not all free zones are treated the same. Only Designated Zones are treated as outside the UAE for goods, while services are generally taxable.

### **For intercompany transactions,**

- Services between mainland and free zone are normally 5% VAT
- Goods may be zero rated or outside scope if within a Designated Zone

### **I must check,**

- Is the free zone a Designated Zone?
- Is the supply goods or services?
- Is it consumed inside or outside the UAE?

Wrong classification leads to incorrect VAT reporting and FTA penalties.

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## Interview Question 03

Before submitting the VAT return, you must reconcile it to the GL. Describe the reconciliation process step by step and highlight three common reconciliation issues you expect to see in a UAE company's books.

## Answer 03

### **I would follow these steps,**

- Extract VAT report from ERP
- Compare Input VAT to VAT control account
- Compare Output VAT to sales ledger
- Check VAT per return vs GL balances
- Investigate differences supplier by supplier

**Common UAE issues,**

- Invoices posted without TRN
- Wrong tax codes (5% vs 0%)
- Credit notes not reflected in VAT report

This ensures the VAT return matches financial records and FTA data.

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**Interview Question 04**

Under UAE labour law, companies must accrue end of service gratuity based on years of service and basic salary. Explain the year end journal entries for gratuity expense and provision, and how you would adjust them if an employee leaves.

**Answer 04****At year end,**

- Dr Gratuity Expense
- Cr Gratuity Provision

**When an employee leaves,**

- Dr Gratuity Provision
- Cr Bank / Payroll

If the provision was under or over accrued, I adjust through P&L. This is critical because UAE law makes this a legal obligation, not optional.

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**Interview Question 05**

Corporate income tax at 9% on taxable income above AED 375,000 requires recognition of current and possibly deferred tax. Describe how you would record a

current tax provision at year end and what information you need from the tax computation.

## Answer 05

**At year end,**

- Dr Corporate Tax Expense
- Cr Corporate Tax Payable

**I need,**

- Accounting profit
- Adjustments for non deductible items
- Taxable income above AED 375,000
- 9% tax calculation

If there are timing differences, deferred tax may apply under IFRS.

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## Interview Question 06

A Dubai construction company recognizes revenue over time under IFRS. Explain how incorrect percentage of completion calculations impact both profit and corporate tax in the UAE, and what controls you would expect around this area.

## Answer 06

If % of completion is overstated, profit and corporate tax are overstated. If understated, tax is delayed, risking FTA challenge.

**Controls expected,**

- Engineer certification
- Cost to complete reviews
- Management sign off

This protects both financial statements and tax compliance.

## Interview Question 07

You handle intercompany balances between a Dubai mainland entity and a Ras Al Khaimah free zone entity. Explain how you would reconcile these accounts monthly and why differences are especially sensitive for tax and audit.

## Answer 07

I compare,

- Intercompany AR vs AP
- Charges, VAT, FX, and timing

Differences matter because FTA and auditors examine transfer pricing and profit shifting between free zones and the mainland.

## Interview Question 08

Your company leases office space in Dubai under a multi-year contract. Briefly explain how you would recognize the right of use asset and lease liability, and why this treatment matters for corporate tax and bank covenants.

## Answer 08

**On lease start,**

- Dr Right of Use Asset
- Cr Lease Liability

**Monthly,**

- Depreciate ROU asset
- Record interest on liability

**This impacts,**

- EBITDA
- Assets



- Corporate tax
- Bank ratios

### Interview Question 09

In a high volume UAE trading business, describe your detailed approach to preparing and clearing a bank reconciliation when there are numerous card receipts, online transfers, and WPS salary payments.

### Answer 09

**I will,**

- Match bank to GL
- Separate card receipts, WPS, transfers
- Identify uncleared items
- Investigate variances

High volume UAE businesses require tight daily reconciliation.

### Interview Question 10

During external audit, the auditor questions the VAT treatment of certain transactions and the basis of your corporate tax provision. Explain how you would prepare to respond, what documentation you would gather, and how you would support your judgments.

### Answer 10

**I prepare,**

- VAT invoices
- TRNs
- Contracts
- Tax workings
- GL schedules

I explain the logic behind tax treatments clearly, supported by FTA law and IFRS.

## Attitude Series (10 Questions)

### Interview Question 01

You flag a VAT error on a free zone invoice, but your senior insists on posting it as is to meet the deadline. How do you proceed?

### Answer 01

I document my concern and escalate politely. Compliance beats speed.

### Interview Question 02

Your VAT reconciliation saves the quarter, but the manager credits the whole team publicly. Internally, how does this sit with you?

### Answer 02

That's fine. I focus on trust and long term reputation.

### Interview Question 03

A new Filipino junior struggles with UAE corporate tax entries, slowing your shared deliverables. How do you support without carrying their load?

### Answer 03

I guide them but don't cover their errors.

### Interview Question 04

Your boss demands trial balance by EOD despite FTA audit pulling resources. You've worked late all week. What's your approach?

### **Answer 04**

I clarify risks and propose a safe alternative.

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### **Interview Question 05**

A Dubai free zone entity disputes your mainland ledger balances, accusing you of errors. How do you handle the tension?

### **Answer 05**

I bring evidence, not emotion.

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### **Interview Question 06**

A colleague suggests 'adjusting' accruals slightly to smooth profits before management review. How do you react?

### **Answer 06**

I refuse. That is FTA exposure.

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### **Interview Question 07**

Working from home in Dubai, your family interrupts during a critical gratuity provision call. How do you manage boundaries?

### **Answer 07**

I manage boundaries professionally.

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### Interview Question 08

Month end goes perfectly under your watch, but no acknowledgment comes. How do you stay motivated?

### Answer 08

My motivation is quality and career growth.

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### Interview Question 09

Eid prep coincides with year end close. You're the only local handling UAE specific tasks. How do you balance?

### Answer 09

I plan ahead and ensure compliance first.

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### Interview Question 10

Your senior uses your intercompany recon idea in a meeting, presenting it as theirs. How do you feel and act?

### Answer 10

I stay professional and let results speak.

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Session End - Accounting Interview Questions and Answers

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## Interview Questions and Answers (Part 03)

# Accountant / Senior Accountant Position

### Technical Series (10 Questions)

#### Interview Question 01

As the senior accountant, you must design controls to ensure accurate VAT reporting. Describe at least five key controls across invoicing, master data, and month-end review that you would implement in a UAE business.

#### Answer 01

I would design VAT controls across three layers: master data, transaction processing, and month end review.

Key controls include,

##### 1. Customer & Supplier Master Data Control

- Mandatory TRN validation before activation
- VAT category tagging (standard, zero, exempt)
- Periodic TRN validity checks via FTA portal

##### 2. Invoice Issuance Control

- System driven tax codes, not manual entry
- VAT calculated automatically from master data
- Sequential invoice numbering

##### 3. Purchase Posting Control

- VAT cannot be posted without a valid tax invoice
- Block input VAT posting if mandatory fields are missing

##### 4. Intercompany VAT Review

- Separate tax codes for mainland vs free zone
- Review service vs goods classification

## 5. Month End VAT Reconciliation

- VAT return vs VAT control GL
- Output VAT vs sales ledger
- Input VAT vs supplier ledger

These controls prevent misstatements, penalties, and FTA audit exposure.

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## Interview Question 02

Explain how you would reconcile from IFRS accounting profit to UAE taxable income, giving three concrete examples of adjustments (e.g., non-deductible expenses, unrealized gains) that may be required.

## Answer 02

I reconcile IFRS accounting profit to UAE taxable income through a tax computation bridge.

Common adjustments include,

### 1. Non deductible expenses

- Fines, penalties, owner personal expenses
- Added back to profit

### 2. Unrealized gains or losses

- Fair value movements not yet realized
- Adjusted depending on CT treatment

### 3. Related party or excess interest costs

- Restricted under CT rules
- Disallowed portion added back

This ensures taxable income reflects UAE CT law, not just accounting rules.

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## Interview Question 03

Corporate tax law is now enacted and must be reflected in deferred tax calculations. Explain when you would recognize deferred tax assets and liabilities in the UAE, and provide one example of each.

### Answer 03

Deferred tax is recognized when there are temporary differences between accounting and tax bases.

- **Deferred Tax Asset (DTA),**

When tax expense > accounting expense now, recoverable later

Example: Accrued expenses deductible only when paid

- **Deferred Tax Liability (DTL),**

When accounting profit > taxable profit now

Example: Accelerated tax depreciation vs straight-line accounting depreciation

Recognition follows IAS 12, now applicable because CT law is enacted.

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### Interview Question 04

Some UAE companies use simplified calculations; others use actuarial valuations for end-of-service benefits. Explain the accounting pros and cons of each approach and when you would push management to move to an actuarial basis.

### Answer 04

#### **Simplified Method**

Pros:

- Easy to apply
- Lower cost

Cons:

- Less accurate
- Ignores attrition and salary growth

### **Actuarial Valuation**

Pros:

- More accurate liability
- IFRS robust for large workforces

Cons:

- Costly
- Requires assumptions

**I push for actuarial valuation when:**

- Headcount is large
- Workforce turnover is significant
- Auditors raise concern on understatement risk



## **Interview Question 05**

A Dubai tech company sells hardware, software, and support as one bundled contract. Explain how you would identify performance obligations, allocate revenue, and ensure VAT and corporate tax are correctly handled.

## **Answer 05**

**I would,**

Identify distinct performance obligations (hardware, software, support)

Determine standalone selling prices

Allocate transaction price proportionally

Recognize revenue as each obligation is satisfied



VAT is applied based on supply type and timing, while CT follows recognized accounting revenue, not cash receipts.

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### Interview Question 06

Your company operates retail outlets in Dubai malls and receives rebates from suppliers. Explain how you would account for volume rebates, promotional funding, and free goods, and how this flows into VAT and corporate tax.

### Answer 06

Volume rebates: Accrued based on expected achievement

Promotional funding: Offset against cost of sales

Free goods: Recognized at fair value

VAT treatment depends on whether rebates are price adjustments or consideration for services. Incorrect treatment affects gross margin, VAT returns, and CT profit.

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### Interview Question 07

The UAE dirham is pegged to the USD, but you transact in EUR, GBP, and INR. Explain your approach to FX revaluation at period end and how unrealized FX gains/losses impact corporate tax.

### Answer 07

At period end, I revalue all foreign currency balances using closing rates.

- Unrealized FX gains / losses → P&L
- These impact accounting profit and corporate tax, unless exempted

Even with AED USD peg, EUR, GBP, INR exposures remain material.

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### Interview Question 08

Management is unsure whether certain refurbishment costs in a Dubai office should be capitalized or expensed. Explain your decision framework and the implications for depreciation, profit, and corporate tax.

### Answer 08

**I assess,**

- Does it extend asset life?
- Does it enhance capacity or efficiency?
- Is it routine maintenance?

**Capitalized costs,**

- Depreciated over useful life
- Spread CT impact over years

**Expensed costs:**

- Immediate P&L impact
- Immediate CT deduction

Misclassification distorts profit, EBITDA, and tax.

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### Interview Question 09

Explain how you, as a senior accountant, would work with an external tax advisor to resolve a complex UAE CT issue (e.g., free zone qualifying income, related party transactions) and ensure the outcome is reflected correctly in the accounts.

## Answer 09

I will,

- Prepare accounting facts and numbers
- Provide contracts and transaction flows
- Challenge assumptions constructively
- Ensure conclusions are reflected in GL entries and disclosures

My role is to translate tax advice into accounting reality.

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## Interview Question 10

The company receives notice of a VAT audit by the Federal Tax Authority. Outline your preparation steps, key reconciliations, document packs, and internal checks before the auditors arrive.

## Answer 10

I prepare,

- VAT returns vs GL reconciliations
- Sales and purchase samples
- TRN validations
- Intercompany agreements
- Credit note logic

I ensure responses are consistent, documented, and defensible.

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## Attitude Series (10 Questions)

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## Interview Question 01

A director wants to accelerate revenue recognition against IFRS rules for a Dubai client pitch. How do you challenge respectfully?

### **Answer 01**

I respectfully explain IFRS risk and propose compliant alternatives. Reputation beats short term optics.

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### **Interview Question 02**

Two juniors argue over VAT coding blame during a heated close. As a senior, how do you intervene?

### **Answer 02**

I stop the debate, refocus on facts, and resolve privately later.

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### **Interview Question 03**

You're exhausted from back to back FTA audits and CT filings in Dubai's summer heat. How do you recognize and address it?

### **Answer 03**

I monitor performance signals and proactively rebalance workload before quality drops.

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### **Interview Question 04**

A major client, friend of ownership, requests 'flexible' invoice dating for cash flow. How do you navigate?

### Answer 04

I decline politely, invoice dates must reflect reality. Compliance is non negotiable.

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### Interview Question 05

Management pushes to classify income as 'qualifying free zone' despite gray areas.  
What's your stance?

### Answer 05

I document risks and stand by the law. Gray areas require written tax advice.

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### Interview Question 06

A promising junior keeps erring on gratuity calcs despite training. How long do you tolerate before escalating?

### Answer 06

After coaching and tracking, I escalate constructively, not emotionally.

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### Interview Question 07

Boss schedules an unannounced Saturday budget review in JLT. You've planned family time. How do you respond?

### Answer 07

I attend if critical, but clarify expectations going forward.

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### Interview Question 08

Your process fix cuts close time by 20%, but the manager claims it in the leadership meeting. Internally?

### Answer 08

I focus on consistency and long term credibility.

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### Interview Question 09

Post Eid, your diverse team (Indian, Filipino, Arab) shows low energy. How do you rally without clichés?

### Answer 09

I align goals, acknowledge effort, and reset purpose, not slogans.

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### Interview Question 10

The owner submits personal Dubai yacht expenses for reimbursement. How do you handle discreetly?

### Answer 10

I explain policy discreetly and escalate only if required.

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Session End - Accounting Interview Questions and Answers

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## Interview Questions and Answers (Part 04)

# Accounting Supervisor / Lead Accountant / Senior Accountant Position

### Technical Series (10 Questions)

#### Interview Question 01

You supervise the accounting team. Describe a robust month end close checklist for a UAE group, including specific tasks related to VAT, corporate tax, and gratuity.

#### Answer 01

I design the close checklist in three layers: core accounting, statutory compliance, and review & governance.

##### Core accounting

- Bank and cash reconciliations
- AR/AP reconciliations and aging review
- Accruals and prepayments
- Intercompany confirmations

##### UAE statutory tasks

- VAT control reconciliation (Output/Input vs GL)
- Review VAT exceptions (zero rated, exempt, free zone)
- Gratuity provision review (joiners, leavers, salary changes)
- CT relevant accruals and non deductible expense review

##### Review & sign off

- Management review of P&L variances
- Balance sheet substantiation

- Close checklist sign off with evidence

This ensures audit ready books every month, not only at year end.

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## Interview Question 02

Corporate tax is computed by tax advisors, but you are responsible for the accounting impact. Explain how you would review the tax computation, challenge key assumptions, and ensure correct recording in the GL.

## Answer 02

Although tax advisors compute CT, I own the accounting impact.

### My review includes,

- Reconciliation from accounting profit to taxable income
- Challenging non deductible expense assumptions
- Reviewing free zone qualifying income treatment
- Checking consistency with trial balance

### Once satisfied, I ensure,

- Correct CT provision entry
- Deferred tax where applicable
- Disclosure alignment

I act as the bridge between tax logic and accounting truth.

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## Interview Question 03

Ministerial guidance allows IFRS or IFRS for SMEs for CT purposes. Explain how you would decide which framework to apply for a mid sized Dubai company and how that choice affects the financial statements and tax reporting.



## Answer 03

**The choice depends on,**

- Group structure
- External reporting needs
- Complexity of transactions
- Audit expectations

### **IFRS for SMEs**

- Simpler
- Lower compliance burden
- Suitable for standalone mid-size entities

### **Full IFRS**

- Required for groups, lenders, or complex areas (IFRS 16, deferred tax)
- Greater comparability and credibility

I choose the framework that balances compliance, cost, and future growth, ensuring CT calculations remain defensible.

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## Interview Question 04

Your group has operations in the UAE and other GCC countries. Explain how you would set up segment reporting and what UAE specific considerations (e.g., CT, VAT differences) you would highlight to management.

## Answer 04

**I set segments by,**

- Geography (UAE vs other GCC)
- Legal entity
- Business line (if material)

**UAE specific insights highlighted,**

- Corporate tax exposure
- VAT vs non VAT jurisdictions
- Free zone vs mainland profitability

This allows management to see where profit is generated and where tax risk sits.

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## Interview Question 05

As a supervisor, how would you design controls and review procedures to ensure gratuity obligations are complete and accurate, especially in a fast growing Dubai company with high staff turnover?

## Answer 05

**Controls include,**

- HR Finance reconciliation of headcount monthly
- Automated service period tracking
- Salary change reviews
- Independent recalculation spot checks

**For fast growth Dubai firms, I insist on,**

- Periodic actuarial review
- Leaver reconciliation

Gratuity is a legal liability, not an estimate to guess.

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## Interview Question 06

Explain your approach to identifying, reconciling, and eliminating intercompany balances and transactions for a UAE headquartered group before consolidation.

## Answer 06

I ensure,

- Monthly intercompany confirmations
- Matching AR/AP balances
- Elimination of intercompany revenue, costs, and margins
- FX alignment

Differences are resolved before consolidation, not during audit panic.

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## Interview Question 07

The UAE uses the Wage Protection System (WPS) for payroll. Explain how you would supervise payroll accounting to ensure compliance with WPS, correct expense recognition, and proper provision of employee benefits.

## Answer 07

I supervise,

- Payroll vs WPS file matching
- Gross to net reconciliation
- Benefit accruals (leave, gratuity)
- Timely salary expense recognition

WPS failures are both legal and reputational risks, so controls are tight.

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## Interview Question 08

Your company leases multiple offices, warehouses, and retail spaces in Dubai. Explain how you would oversee the IFRS 16 process, including initial recognition, modifications, and periodic review.

## Answer 08

I oversee,

- Lease inventory completeness
- Discount rate consistency
- ROU asset and liability accuracy
- Modifications and renewals tracking

Quarterly reviews ensure,

- No missing leases
- Correct depreciation and interest
- Covenant and EBITDA impact awareness

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## Interview Question 09

External auditors issue a management letter with findings related to VAT, corporate tax, and controls. Explain how you would prioritize, assign actions, and follow up to close those points before the next audit cycle.

## Answer 09

I will,

- Categorize findings by risk
- Assign owners and deadlines
- Implement corrective actions
- Document evidence
- Track closure status

My goal is zero repeat findings.

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## Interview Question 10

Your ERP must be updated for new CT and VAT functionalities. Explain how you would lead testing, coordinate with IT, and ensure data migration and configuration changes do not compromise financial integrity.

### Answer 10

I lead,

- User acceptance testing
- Parallel runs
- Data migration checks
- VAT/CT logic validation

No system change goes live without accounting sign-off.

## =====

### Attitude Series (10 Questions)

## =====

### Interview Question 01

Month end delay traced to your team's VAT recon, but root cause is management approved shortcut. How do you protect them?

### Answer 01

I present facts calmly, protect my team publicly, and address process issues privately.

## =====

### Interview Question 02

Top performer bullies juniors but hits targets. In Dubai's results culture, how do you address?

### Answer 02

Results don't excuse behavior. I coach first, escalate if needed.

---

### Interview Question 03

Two staff resign pre CT deadline; you're short handed. How do you keep morale from tanking?

### Answer 03

I prioritize, communicate transparently, and work alongside the team.

---

### Interview Question 04

Peer finance lead suggests round tripping invoices for optics. How do you confront it?

### Answer 04

I challenge firmly, document concerns, and escalate if required.

---

### Interview Question 05

Business owner bypasses approvals for AP payments to 'speed things up.' Your response?

### Answer 05

I explain risk respectfully and reinforce policy boundaries.

---

### Interview Question 06

Your oversight misses a major gratuity provision error. How do you own it publicly?

**Answer 06**

I take responsibility, correct it fast, and fix the control gap.

=====

**Interview Question 07**

Deepavali, Christmas, and UAE National Day clash with close. How do you equitably assign overtime?

**Answer 07**

I rotate fairly, compensate transparently, and lead by example.

=====

**Interview Question 08**

Trusted junior job hunts after you invest in their growth. How does this affect your trust?

**Answer 08**

I respect ambition. Development isn't ownership.

=====

**Interview Question 09**

Auditors flag weak free zone reconciliations, management wants quick sign off. Your stance?

**Answer 09**

I refuse quick sign off without remediation.

=====

## Interview Question 10

New FTA ruling creates CT uncertainty. Team panics. How do you steady them?

### Answer 10

I calm the team, gather facts, and translate uncertainty into action steps.

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Session End - Accounting Interview Questions and Answers

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## Interview Questions and Answers (Part 05)

# Accounting Manager / Finance Manager Position

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## Technical Series (10 Questions)

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## Interview Question 01

Explain how you would redesign the chart of accounts for a UAE entity to support corporate tax and VAT reporting, including segregation of deductible vs non deductible expenses and tax sensitive income streams.

### Answer 01

I redesign the COA with tax intelligence built into structure, not handled manually at year end.

Key principles,

#### 1. Expense Segregation



- Separate GLs for deductible vs non deductible expenses (e.g., fines, penalties, owner expenses, excess entertainment)
- This enables automated CT adjustments without forensic rework

## **2. Tax Sensitive Income Streams**

Distinct revenue accounts for,

- Mainland taxable income
- Free zone qualifying income
- Exempt or zero rated streams
- Supports CT computations and disclosures

## **3. VAT Logic Embedded**

VAT control accounts broken down by,

- Output VAT (standard, zero-rated)
- Input VAT (recoverable vs blocked)
- Eliminates reconciliation ambiguity

## **4. Intercompany & Related Party Visibility**

- Dedicated GLs for intercompany income, charges, and balances
- Supports transfer pricing and audit transparency

The goal is “right data at source”, not manual tax corrections later.

=====

## **Interview Question 02**

Your group has both free zones and mainland entities. Describe the key elements of a corporate tax strategy you would propose, including entity structuring, profit allocation, and compliance processes.

## **Answer 02**

My CT strategy balances compliance, defensibility, and commercial reality.

Core elements,

### 1. Entity Structuring

- Preserve free zone entities for qualifying income only
- Ring fence mainland activities clearly
- Avoid artificial fragmentation

### 2. Profit Allocation

- Arm's length intercompany pricing
- Clear service agreements
- Cost plus models where appropriate

### 3. Governance & Compliance

- Documented tax positions
- Consistent accounting treatment
- Annual CT readiness review

The strategy is audit proof first, tax efficient second, because FTA scrutiny is increasing.

=====

## Interview Question 03

Explain how you would build a 12 month cash flow forecast that explicitly incorporates VAT payments/refunds and corporate tax instalments, and how this informs funding decisions.

## Answer 03

I build a rolling 12 month cash flow forecast, not a static budget.

### Key inclusions,

- Operating inflows/outflows
- Monthly VAT payments or refunds
- Expected CT instalments or provisions

- Capex and lease obligations
- Gratuity funding movements

VAT and CT are modeled as real cash events, not abstract expenses.

**This informs,**

- Working capital planning
- Credit facility usage
- Dividend decisions

In UAE businesses, tax timing matters as much as tax amount.



## Interview Question 04

Discuss the strategic considerations in selecting full IFRS vs IFRS for SMEs for your UAE group, including impact on banking relationships, investors, and CT compliance.

## Answer 04

This is not just an accounting choice, it's a capital and credibility decision.

### IFRS for SMEs

- Lower cost
- Suitable for owner managed or standalone entities
- Limited complexity tolerance

### Full IFRS

Required for,

- Banking relationships
- External investors
- Groups with leases, deferred tax, complex revenue
- Stronger governance signal

**For most growing UAE groups, I recommend Full IFRS, as it aligns better with,**

- CT complexity
- Audit expectations
- Regional expansion

=====

### **Interview Question 05**

End of service gratuity obligations are growing. Explain how you would develop a policy to periodically fund these obligations (e.g., through deposits or pension type schemes) and how this is reflected in the accounts.

### **Answer 05**

I move gratuity from a passive liability to an actively managed obligation.

Policy framework,

- Periodic actuarial valuation
- Segregated funding (bank deposits or approved schemes)
- Board approved funding thresholds

Accounting treatment,

- Contributions → assets
- Gratuity provision → liability
- Net position transparently disclosed

This reduces liquidity shocks, legal exposure, and balance sheet risk.

=====

### **Interview Question 06**

What KPIs would you define for your accounting/finance function in a Dubai based company, considering local tax, regulatory, and growth dynamics?

## Answer 06

I track KPIs across compliance, performance, and value creation,

- Days to close
- VAT return accuracy (zero resubmissions)
- CT forecast vs actual variance
- Cash conversion cycle
- Working capital days
- Audit findings recurrence
- Cost of finance as % of revenue

Finance is not a cost center, it's a risk and capital manager.

=====

## Interview Question 07

Explain how you would manage ongoing relationships with the Federal Tax Authority (e.g., clarifications, audits) and external tax advisors, and how you ensure consistency between their guidance and your financial reporting.

## Answer 07

I centralize communication to ensure one voice, one position.

**My approach,**

- Pre align internally before engaging advisors
- Challenge advice against accounting reality
- Ensure conclusions flow into GL, disclosures, and forecasts

FTA engagement is professional, documented, and proactive, not defensive.

=====

## Interview Question 08

A new ministerial decision affects allowable deductions for CT. Describe your framework for quickly assessing and implementing the impact on your company's financials and forecasts.

## Answer 08

I follow a rapid impact framework,

- Identify affected transactions/accounts
- Quantify P&L and cash impact
- Update forecasts and CT models
- Brief management with options
- Implement system and process changes

Speed matters, but accuracy matters more.

=====

## Interview Question 09

Although AED is pegged to USD, your group has significant non USD currency exposures. Explain how, as finance manager, you would monitor and manage FX risk and its accounting.

## Answer 09

Despite the USD peg, EUR, GBP, INR exposures are real.

I manage risk through,

- Exposure mapping by currency
- Natural hedging where possible
- Forward contracts for material risks
- Clear FX accounting policies

Unrealized FX impacts profit and CT, so monitoring is continuous.

---

### Interview Question 10

Describe how you would design an efficient close to report process (from transaction recording to group reporting) that ensures timely, accurate reporting to management and supports CT and VAT compliance.

### Answer 10

I design the process end to end,

- Standardized postings
- Clear ownership
- Automation where possible
- Pre close reviews
- Post close analytics

The objective is fast, accurate, and compliant reporting, not heroics at month end.

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## Attitude Series (10 Questions)

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### Interview Question 01

VP Finance wants profit forecasts 'uplifted' for board presentation despite data. How do you push back?

### Answer 01

I push back with data, scenarios, and documented risk, calmly, firmly.

---

## Interview Question 02

Layoffs hit, you must cut junior roles despite their loyalty. How do you execute humanely?

## Answer 02

Transparent communication, dignity, and support, never cold execution.

=====

## Interview Question 03

The manager makes an offhand Ramadan joke upsetting the team. How do you address firms wide?

## Answer 03

Immediate private correction, followed by a respectful firm wide reset on values.

=====

## Interview Question 04

Operations blames Finance for delayed AP approvals slowing Dubai expansion. Your mediation?

## Answer 04

Align on shared goals, fix process gaps, remove blame.

=====

## Interview Question 05

Major client offers 'gifts' post-deal in traditional UAE hospitality. Boundaries?

## Answer 05



Accept hospitality within policy, refuse anything compromising independence.

=====

### Interview Question 06

Your ERP go live fails, costing AED 500K. How do you recover credibility?

### Answer 06

Own the issue, fix root causes, communicate recovery clearly.

=====

### Interview Question 07

The team works 60 hour weeks routinely. As manager, how do you model boundaries?

### Answer 07

I model boundaries myself, sustainable teams outperform burned out ones.

=====

### Interview Question 08

Star report competes for your role. Do you mentor or distance?

### Answer 08

I mentor. Strong successors validate leadership.

=====

### Interview Question 09

The team resists new CT processes as 'overkill.' How do you shift your mindset?

### Answer 09

I translate compliance into business risk language.

=====

### Interview Question 10

The board questions your department's cost vs. value in the Dubai downturn. Your defense?

### Answer 10

I show impact, risk avoided, cash protected, decisions enabled.

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Session End - Accounting Interview Questions and Answers

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## Interview Questions and Answers (Part 06)

# Senior Accounting Manager / Assistant Controller / Director of Accounting / Controller / CAO / Corporate Controller Positions

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## Technical Series (10 Questions)

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### Interview Question 01

Describe the governance framework you would establish around financial reporting for a UAE headquartered group, including roles of finance, internal audit, and external advisors in ensuring CT / VAT compliance.

## Answer 01

I establish a three lines governance model, clearly aligned to UAE regulatory realities.

### 1. First Line – Finance Operations

- Owns transaction processing, close, VAT returns, CT provisions
- Accountable for IFRS compliance at source
- Maintains reconciliations and documentation

### 2. Second Line – Risk, Tax & Compliance

- Reviews VAT and CT positions independently
- Oversees free zone eligibility, tax risk register
- Interprets FTA guidance and ministerial decisions

### 3. Third Line – Internal Audit & External Assurance

- Tests ICFR effectiveness
- Performs VAT/CT thematic audits
- Challenges management judgments

External tax advisors act as technical interpreters, not decision makers. Final accountability for CT/VAT positions always rests with management, not advisors.

=====

## Interview Question 02

Explain how you would design and implement a tax risk management policy covering VAT and corporate tax across multiple UAE and regional entities.

## Answer 02

The policy is principles based, not loophole based.

Core pillars,

### 1. Risk Appetite Statement

- Define what the group will and will not accept
- Explicit stance on aggressive interpretations

### 2. Transaction Risk Assessment

Mandatory CT/VAT review for:

- Free zone transactions
- Related party dealings
- New revenue streams

### 3. Governance & Escalation

- Clear approval thresholds
- Written sign off for gray area positions

### 4. Documentation & Defense

- Contemporaneous memos
- Audit ready trail

This transforms tax from reactive compliance into managed enterprise risk.

=====

## Interview Question 03

You are tasked with drafting an accounting policy manual. Explain what UAE specific topics you would emphasize (e.g., CT, VAT, gratuity, free zone issues) and how you would ensure adoption across entities.

## Answer 03

The manual focuses on UAE specific risk areas, not generic IFRS restatement.

**Key sections,**

- VAT treatment matrix (mainland vs free zone, goods vs services)
- Corporate tax adjustments & documentation standards
- End of service gratuity methodology
- Free zone qualifying income criteria
- Related party and transfer pricing policies
- WPS payroll accounting
- IFRS 16 lease treatment in UAE real estate

**Adoption is enforced through,**

- Mandatory training
- ERP configuration alignment
- Audit and ICFR testing

Policies are useless unless embedded in systems and behavior.

=====

## Interview Question 04

Your group includes qualifying and non qualifying free zone entities. Explain how you would address consolidation adjustments and disclosures so that financial statements and CT filings remain consistent.

## Answer 04

I ensure legal structure does not distort economic reality.

**Key actions,**

- Eliminate intercompany transactions regardless of CT treatment
- Track qualifying vs non qualifying income separately
- Align disclosures between,
  - Consolidated FS
  - Entity level CT filings

Free zone benefits affect tax, not consolidation logic. Financial statements must remain neutral, consistent, and defensible.

=====

### Interview Question 05

Describe how you would determine whether it is appropriate to recognize deferred tax assets for tax losses and temporary differences in a UAE context, and how you would document this judgment for auditors.

### Answer 05

I recognize DTAs only when probable future taxable profits exist.

Assessment includes,

- Approved forecasts
- Contracted revenue
- Reversal pattern of temporary differences
- Entity specific CT profile (free zone vs mainland)

Documentation includes,

- Management forecast support
- Sensitivity analysis
- Board awareness

In the UAE, prudence beats optimism, especially in year one of CT.

=====

### Interview Question 06

The FTA issues a significant VAT or CT assessment that management intends to appeal. Explain your approach to accounting for this exposure (provision vs contingent liability) and communicating it to the board.

## Answer 06

My approach follows IAS 37 discipline,

- Provision if payment is probable and measurable
- Contingent liability if outcome is uncertain

Actions,

- Independent technical review
- Probability weighted analysis
- Clear disclosure to board
- Cash flow impact modeling

Appeals are legal strategy, accounting must remain objective and conservative.



## Interview Question 07

Describe how you would oversee a major ERP implementation to ensure that CT, VAT, and IFRS requirements are built into design, testing, and go live in a UAE group.

## Answer 07

I lead ERP as a finance transformation, not an IT project.

Controls,

- CT/VAT logic embedded in design
- Chart of accounts tax aligned
- Parallel runs
- End to end testing (invoice → return → GL)

No go live without,

- Reconciliation sign off
- Control validation
- Audit comfort

ERP mistakes scale risk, governance must scale faster.

=====

### Interview Question 08

Explain the key components of an ICFR framework you would implement for a UAE based group and how you would test its operating effectiveness.

### Answer 08

I implement ICFR across,

- Revenue
- Procurement
- Payroll
- Treasury
- Tax

Each control has,

- Owner
- Evidence
- Frequency
- Testing plan

Operating effectiveness is tested via,

- Walkthroughs
- Sample testing
- Deficiency remediation tracking

ICFR is not bureaucracy, it's organizational muscle memory.

=====

### Interview Question 09



How would you structure periodic reporting to the board on CT, VAT, and other compliance risks, and what metrics or thresholds would you highlight?

### Answer 09

I report risks, not technical jargon.

Board dashboards include,

- VAT & CT exposure heat map
- Open audits and assessments
- Forecast vs actual CT
- Free zone eligibility risks
- Regulatory change watchlist

Threshold based escalation avoids surprise, boards hate surprises.

=====

### Interview Question 10

The group is expanding into new emirates and free zones. Explain how you would ensure the financial reporting structure (entities, segments, systems) evolves in step with this strategy.

### Answer 10

As the group expands, I ensure,

- New entities mapped into reporting hierarchy
- Segment logic updated
- Tax attributes tracked from Day 1
- ERP configured before operations begin

Finance must enable growth without losing control.

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## Attitude Series (10 Questions)

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### Interview Question 01

CFO wants to waive SOx like controls for speed in UAE growth phase. Your counsel?

### Answer 01

I advise firmly, speed without controls creates reputational risk. Growth must be controlled growth.

---

### Interview Question 02

Subordinate reports executive expense fraud anonymously. How do you investigate impartially?

### Answer 02

I initiate independent investigation, preserve confidentiality, and protect process integrity.

---

### Interview Question 03

Key seniors leave for rivals amid Dubai talent war. How do you diagnose and fix?

### Answer 03

I diagnose workload, leadership gaps, and growth paths not just compensation.

---

### **Interview Question 04**

Ops accuses Finance of bottlenecking growth via compliance. How do you realign?

### **Answer 04**

I reframe compliance as enabler, not blocker.

=====

### **Interview Question 05**

Free zone structuring skirts rules for tax savings. Your risk tolerance?

### **Answer 05**

If it cannot withstand FTA scrutiny, I will not support it.

=====

### **Interview Question 06**

FTA audit penalty due to your policy gap. How do you communicate upward?

### **Answer 06**

I own the gap, explain corrective actions, and strengthen governance visibly.

=====

### **Interview Question 07**

Team resists Emiratisation hiring quotas. How do you enforce culturally?

### **Answer 07**

I enforce respectfully, this is national policy, not preference.

=====

## Interview Question 08

CFO takes credit for your transformation project with board. Response?

### Answer 08

I document impact, not politics. Results compound.

=====

## Interview Question 09

ERP crash strands you alone overnight. How do you endure?

### Answer 09

I stay methodical, calm, and resilient. Leadership shows when no one is watching.

=====

## Interview Question 10

Veteran staff block automation. How do you transition without revolt?

### Answer 10

I transition with training and respect, but I do not halt progress.

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Session End - Accounting Interview Questions and Answers

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## The Ultimate Q&A Guide

# Become a Pro in Accounting and Finance

Go through each question slowly. Answer them aloud. Test how confidently you can explain your reasoning, not just your conclusion. Notice where you hesitate, where your understanding of UAE regulations feels shallow, and where your experience needs stronger framing. That awareness alone puts you ahead of most candidates.

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