



Job Title	Manager, Region Finance, Central, National Accounts, Off Premise & Region Marketing
Job Level	4B
Location	Home-based/NYC
Business Unit	BBU
Function	Finance
Leader	Senior Director, Region Finance
People Leadership	Region Finance Analyst
Role Purpose	
<ul style="list-style-type: none"> To be the key point of contact for the Central Region Commercial team, National Accounts Off Premise Sales team and Regional Marketing team for expert financial support and providing the team with analysis and insight. This role will also work liaise with all Headquarter functional teams. To lead the budget and LE process, the appraisal and review of ongoing KPI targets, maintain a strong understanding of operational and commercial issues, and to head up the Finance input to WGS Business Reviews. Represents Region Finance team in the management of local reporting and analytics. Appraises Finance and Region management on all financial results, including sales performance versus sales targets and spending vs. fiscal year budget targets. Supports Region teams with appropriate analysis/insight regarding market analysis, channel performance, pricing analysis, post-program effectiveness. 	
Job Responsibilities	
<ul style="list-style-type: none"> Collaborate with the Region team in the budgeting of all WGS activity in the markets, including volume planning, spending, and KPIs. Reviewing and reporting on execution throughout the Region in order to ensure achievement of WGS financial goals and initiatives Work with Commercial and Marketing teams to ensure delivery of WGS Profit and NSV per case in line with target Provide expert financial support to the market leads to review and evaluate new brand / variants / customer opportunities and to address key business challenges Work collaboratively with relevant commercial and marketing teams to ensure delivery of other key business measures - stock efficiency, credit control, overheads. Liaise with other finance and Supply Chain functions to provide accurate and insightful management information Lead regular reviews with the Region team. Analyzes all market spending including customer discounts and Advertising & Promotion, as well as distributor investment, so as to best position the Region for achievement of budget as well as longer-term, profitable growth. Working with Region team as well as distributor contacts, in order to reconcile distributor AR balances. Providing reporting to Region team and Region Finance Director, as required Providing timely business analysis to Region team, including depletion analysis, channel trends (including Nielsen), competitive activity, and pricing analysis. Assisting Region Finance Director in the development and implementation of financial tools to facilitate better/timely business decisions throughout the Region. Supports financial skills training/education of Region team in order to build financial and analytical capabilities Participates in Business Reviews in order to support achievement of WGS goals Managing the day to day workload and long term development of their team 	



Values



BE PROUD

We are proud of our brands, our heritage, and our commitment to superior quality in our products



BE RESPONSIBLE

We expect every individual and their teams to be accountable and to perform to their full potential



BE SUSTAINABLE

We wish to make a positive contribution to our communities and to our environment



BE PROFESSIONAL

We value integrity, transparency, professionalism and constructive debate within a team working culture



BE ENTREPRENEURIAL

We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



THINK LONG TERM

We are proud of our brands, our heritage, and our commitment to superior quality in our products

Core Competencies:

Deciding and Initiating Action

- Makes prompt, clear decisions which may involve tough choices or considered risks
- Takes responsibility for actions, projects and people
- Takes initiative, acts with confidence and works,
- Initiates and generates activity

Working with People

- Demonstrates an interest in and understanding of others
- Adapts to the team and builds team spirit
- Recognises and rewards the contribution of others
- Listens, consults others and communicates proactively Supports and cares for others
- Develops and openly communicates self-insight, such as an awareness of own strengths and weaknesses

Writing & Reporting

- Writes clearly, succinctly and correctly
- Writes convincingly in an engaging and expressive manner
- Avoids the unnecessary use of jargon or complicated language
- Writes in a well-structured and logical way
- Structures information to meet the needs and understanding of the intended audience

Entrepreneurial and Commercial Thinking

- Keeps up to date with competitor information and market trends
- Identifies business opportunities for the organization
- Demonstrates financial awareness Controls costs and thinks in terms of profit, loss and added value

Analysing

- Analyses numerical data, verbal data and all other sources of information
- Breaks information into component parts, patterns and relationships
- Probes for further information or greater understanding of a problem
- Makes rational judgements from the available information and analysis
- Produces workable solutions to a range of problems
- Demonstrates an understanding of how one issue may be a part of a much larger system.

Applying Expertise and Technology

- Applies specialist and detailed technical expertise
 - Develops job knowledge and expertise through continual professional development
 - Shares expertise and knowledge with others
 - Uses technology to achieve work objectives
 - Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity
- Demonstrates an understanding of different organisational departments and functions



Skills and Qualifications:

- Bachelor’s Degree in Accounting or Finance or a related field is required
- Master’s Degree in Business Administration or Certification in Public Accounting desirable, but not essential
- Minimum 5 years of experience within the alcoholic beverage industry is desirable but not essential
- Minimum 3 years management experience in accounting/finance
- Potential to move to more senior role
- Advanced experience with Microsoft Office application to deliver effective management reporting and analysis
- Keen eye for data accuracy and integrity
- Ability to adhere to deadlines and adopt a challenging approach to deliver robust, accurate financial data and information to meet business needs
- Ability to effectively organize and plan ahead, ensuring a wider team is aligned to processes and timelines
- Strong financial control ethic
- Some travel is necessary, occasionally requiring air travel
- Exceptional skill in business finance support and budget management
- Exceptional analytical skills and problem solving abilities are a must
- Excellent verbal, written, and listening communication skills
- Strong personal drive; must be well-organized; solid leadership skills
- Understanding of appropriate sales and local marketing tactics in order to achieve Region profit plan as well as brand equity objectives
- Accountability for critical levels of company resources

Created by:	
Date:	
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