



WILLIAM GRANT & SONS

ROLE PROFILE

Job Title	Financial Planning & Analysis (FP&A) Lead
Business Unit / Group Function	ODC
BU Team / Sub-Function	USA Finance
Location	New York, NY Office
Team Leader	Vice President – Financial Planning & Analysis
Team Members	Yes
Job Level	4A
Role Purpose The FP&A Lead owns the operating rhythm of the USA ODC financial cycle, leading planning, forecasting, and reporting with accuracy and discipline. Managing an FP&A Analyst, the role provides strong technical leadership, ensures high-quality outputs, and turns complex data into clear, compelling performance insights that support better decision-making across the business locally and globally	
Accountabilities <ul style="list-style-type: none">• Assists Vice President of FP&A in daily/weekly/monthly reporting requirements and enforcing the FP&A discipline across the US organization.• Works closely with broader ODC and Global Central Services finance team to align on the guidelines for building and reporting financial information for the USA ODC.• Prepares total USA ODC financial performance roll-ups and takes accountability for the quality of the output• Documents business narratives around performance drivers and deviations and challenges team and function to deliver accurate and informative messaging on overall performance• Prepares monthly Total USA ODC business updates and participates in performance reviews with Sr. Leadership team and cascades feedback and action plans down through performance management chain• Works closely between commercial finance and business planning colleagues to understand variance drivers and continually feedback opportunities.• Assists leaders in driving accountability for deadlines across the entire business for delivering against timelines. Maintains calendars and continually updates sr. leaders on upcoming deadlines• Record keeps outcomes from business reviews and formulates action plans and holds teams accountable for addressing agreed action points• Designs and builds financial reports in conjunction with global reporting team to support all areas of the business in getting the information they need to perform their function.• Develops a supporting system of record keeping of performance reviews and assists in compiling support to auditors for adherence in required process and policies.	
Skills & Qualifications <ul style="list-style-type: none">• Bachelor's Degree in Business, Finance or a related field is required; Master's Degree in Business Administration or earning Certification in Public Accounting desirable• Minimum 5 years of experience finance/accounting role• Industry experience a plus• Proficiency in Microsoft applications• International exposure in a multi-currency environment• Knowledge of Generally Accepted Accounting Principles• Genuinely advanced IS skills including ERP, BI and PC skills, including Cognos	



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- Self-motivation and orientation to detail
- Strong communication & organizational skills