

## ROLE PROFILE

<b>Job Title</b>	<b>Commercial Finance Analyst</b>
<b>Business Unit</b>	ODC BU – WG&S India
<b>Function/Region</b>	Finance
<b>Location</b>	India
<b>Leader</b>	Head of Finance, India
<b>People Leadership</b>	N/A
<b>Job Level</b>	4B
<b>Role Purpose</b>	
<p>Own the planning, coordination, and delivery of the processes in the Finance calendar. Prepare, analyze and collate financial, market, industry, economic data and information for business performance evaluation. Strategic decision support to the Leadership team, ensure data integrity and provide insightful analysis to support senior management decision making. Support, execute and represent the Region’s interests across a range of streams and projects including pricing and value chain.</p>	
<b>Accountabilities</b>	
<ul style="list-style-type: none"> <li>• Own all aspects of the 5-Year Plan, annual Budget, and latest forecasts, including procedures, timelines, activities, content, format, templates, reviews, consolidations, variance and trend analysis, presentations, and system submission</li> <li>• Analyse monthly business performance against KPIs and perform variance analysis to explain differences in performance and make improvements going forward</li> <li>• Prepare various management reports in a timely and accurate manner to ensure India and Asia leadership teams are suitably informed on business and financial performance.</li> <li>• Support key decision makers through business partnering based on rigorous financial analyses and intelligent application of established tools and techniques.</li> <li>• Drive NSV optimization through efficiency in market cost cards ensuring price guideline and state policy interpretation and adherence is being followed</li> <li>• Detailed profitability analysis (State/Channel/distributor wise)</li> <li>• Measure and Evaluate Investments, execute robust ROI analysis on customer discount and A&amp;P programs to best utilize our resources and meet objectives.</li> <li>• Support commercial team for setting appropriate level of distributor’s margin through ROI and working capital requirement analysis.</li> <li>• Lead credit control and accounts receivables</li> <li>• Closely work with Finance and Accounting team and support in monthly closing process</li> <li>• Focus on system automation and improvement to drive maximum reporting output from system</li> <li>• Provide internal/external financial reports and ad hoc analysis for the organization in line with Group/Statutory requirements</li> <li>• Assist in running scenario analysis on current business and new opportunities</li> </ul>	

## Values



## Core Competencies:

### 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.

### Adapting and Responding to Change

- Adapts to changing circumstances
- Accepts new ideas and change initiatives
- Adapts interpersonal style to suit different people or situations
- Shows respect and sensitivity towards cultural and religious differences.
- Deals with ambiguity, making positive use of the opportunities it presents

### Delivering Results and Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical and orderly way
- Consistently achieves project goals

### Writing and 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

**Persuading and Influencing**

- Makes a strong personal impression on others
- Gains clear agreement and commitment from others by persuading, convincing and negotiating
- Promotes ideas on behalf of self or others
- Works well in cross functional teams to manage stakeholders across functions
- Makes effective use of political processes to influence and persuade others

**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:**Essential:

- Professional qualification (CA or MBA) in accounting, business and finance related subject with minimum 7-year work post qualification experience in Commercial Finance / FP&A functional area
- Experience of working in finance roles within a commercial environment
- Fluent in English
- Keen eye for details, data accuracy and integrity
- Strong modelling skills, MS Excel and power point power user, experience in ERP and PC application and experience in extracting and analysing large data sets from multiple source systems

Desirable:

- Strong analytical skills
- Logical thinking
- Commercial minded
- Good inter-personal skills, work well with teams, and have strong organizational & communication skills
- Ability to work in a team environment and engage in cross-functional collaboration
- Ability to prioritize and complete work assignments on a timely basis
- Self-motivated and enthusiastic