

## ROLE PROFILE

<b>Job Title</b>	<b>Commercial Finance Analyst - ANZ</b>
<b>Business Unit</b>	ODC BU – WG&S Australia
<b>Function/Region</b>	Finance
<b>Location</b>	Australia
<b>Leader</b>	Commercial Finance Manager – ANZ
<b>People Leadership</b>	None
<b>Job Level</b>	4B
<b>Role Purpose</b>	
<p>Providing financial support with rigour and accuracy to our day-to-day operations. Partner our Sales and Marketing team by providing insightful reporting and analysis to drive optimal commercial outcomes. Review and maintain strong operational and commercial controls.</p>	
<b>Accountabilities</b>	
<ul style="list-style-type: none"> <li>• Support the Commercial Finance Manager in the preparation of Budget and Latest Estimate forecasting cycles to ensure the delivery of robust financial plans to Asia-Pacific and Group.</li> <li>• Involvement in key strategic business projects and initiatives (initiated both Globally &amp; Locally) as required to drive value and efficiency across the business. Provide finance support, ad hoc analysis for Senior Leadership Team &amp; Asia-Pacific regional team as required, focus on supporting delivery of the leadership agenda.</li> <li>• Build strong working relationships with internal commercial and marketing customers in order to ensure planned Advertising &amp; Promotional spend is accurately accounted for.</li> <li>• To ensure timely release of non-required accruals following the completion of promotional activity.</li> <li>• Collaborate with Demand Planner through the Sales &amp; Operation Planning process to ensure the monthly forecasting of Sales Volumes and profitability is against the correct Stock-Keeping Unit's with the right price to ensure profit is recorded and budgeted for correctly.</li> <li>• Improve tools, templates and systems used in the planning and forecasting process to ensure robustness of submissions with improved ease and accuracy.</li> <li>• Be available and responsive to internal commercial and marketing colleagues, providing support on Brands in Portfolio as needed including evaluating risks, opportunities, and proposals.</li> <li>• Review and maintain strong control environment, with documented controls and procedures in place. Input and review through ongoing self-assessment of marketing controls to deliver clean Internal and External audit reports.</li> </ul>	

## 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 & Initiating Action

- Makes prompt, clear decisions which may involve tough choices or considered risks
- Takes responsibility for actions, projects, and people
- Takes initiative and acts with confidence
- 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 awareness of own strengths and weaknesses

### 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

### Delivering Results & 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

### 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

### Achieving Personal Work Goals and Objectives

- Accepts and tackles demanding goals with enthusiasm
- Works hard and puts in longer hours when it is necessary
- Seeks progression to roles of increased responsibility and influence
- Identifies own development needs and makes use of developmental or training opportunities

**Skills and Qualifications:**Essential:

- Educated to A level or above (or Australian equivalent)
- Qualified Accountant (ACA/ACCA/CIMA)
- Ability to deliver to demanding deadlines to achieve month end, latest estimate, and budget reporting actions per the relevant timetable
- Maturity and credibility to deputise for the Commercial Finance Manager, dealing with external partners and internal commercial teams
- Strong financial control background
- Ability to operate in a fast-paced commercial environment, managing multiple tasks and reacting to changing priorities
- Outstanding Excel skills

Desirable:

- Experience of working in a commercial, FMCG business is beneficial, but not a pre-requisite.
- Experience of working with a variety of financial and management information tools (IFS, Hyperion)
- The ability and desire to develop and progress their career in Finance over time

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