



WILLIAM GRANT & SONS

ROLE PROFILE

Role Title	Director – RTC Operations
Business Unit / Group Function	ODC BU
BU Team / Sub-Function	Commercial
Location	New York Office
Team Leader Role	Vice President – Commercial Planning & RTC
Role Level	3B
Team Members	No
Role Purpose	
<p>Partner with the commercial sales organization to deliver against the William Grant Way of Integrated Business Planning & Operations Rhythms. Provide strategic leadership, governance, and guidance to advance the organization's decision support capabilities. Ensure a clear understanding of Key Performance Indicators, Planning/Forecasting/Performance Management timelines, and help sell and execute against our annual RTC Distribution objectives.</p> <p>Foster a culture of data-driven decision-making, promoting collaboration and driving insights into actions. Lead continuous improvement in process, project management, and end to end execution of our Commercial plans.</p> <p>Develop and support delivery of the US RTC agenda and execution plan throughout the Commercial Planning & RTC Division, as well as cross-functionally with our Division leads. Act as lead champion for RTC and its benefits for the business with both internal and external audiences.</p>	
Accountabilities	
<ul style="list-style-type: none">• Champion a culture of data-driven decision-making by fostering awareness and understanding of the value of data analytics across all levels of the organization.• Partner closely with Commercial Divisions and other members of the exec team providing expert guidance and strategic insights derived from data analysis. Simplify complex data into actionable recommendations that support high-level decision-making on critical issues and opportunities.• Drive performance by helping to establish key performance indicators (KPIs) and how we monitor performance against benchmarks and targets.• Track progress, identify areas for improvement, and drive continuous improvement.• The role will liaison with our Global RTC counterparts to lead development and execution of annual RTC/ MMA action plan. The plan should support delivery of US budget, and provide measurable areas for improving M&E, ROI, and capability development within the business.• Oversee development of RTC planning and M&E coordination across the US Commercial and Marketing organizations. Oversee progress reporting of MES, activity KPIs (annual and programmatic) and setting those KPI targets across markets and key activities.• Ensure commercial team, National Accounts, brand, and Exec alignment for all KPIs and targets.• Lead internal capability growth agenda, to develop those teams responsible for delivering our RTC framework. This type of capability development should be aligned with our US Exec agenda on the most important areas to grow our people, our technology and tools, and enhance our operating rhythms.• Develop and maintain exceptional relationships with key internal stakeholders not only inside the Commercial function, but including Brand, Finance, BBU Managing Director and Global RTC support in	



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the sharing of best practices, closing KPI gaps, and ensuring US commercial planning strategies are built on strong cross-functional inputs that align across the WG&S organization.