

Job Title	Manager, Commercial Finance
Business Unit	ODC BU
Function/Region	Finance
Location	New York, NY or Edison, NJ
Leader	Senior Director, Commercial & Marketing Finance
People Leadership	Commercial Purchasing Analysts
Job Level	4B
Role Purpose To maximize WG&S profitability by supporting the VP Finance and Senior Director, Commercial and Marketing Finance to coordinate, consolidate and report on both volumetric and financial performance across the US markets providing a central resource in achieving brand & financial goals. To manage the Commercial Purchasing Analyst team and support the commercial team's usage of Trade Promotion Management system.	
Accountabilities <ul style="list-style-type: none"> • Provides monthly business/sales analysis to business unit including depletion analysis (flash and mid-month), depletion P&Ls and NSV analysis. • Support VP of Finance and Senior Director, Commercial & Marketing Finance in the preparation of Budget/LE's and R&O's. • Support standardized volume and financial reporting to the US business and provide financial analysis/commentary, as appropriate. • Manage and provide support to the Commercial Purchasing Analyst team. • Provide financial guidance to support the Trade Promotion Management application, including, overall commercial direction of the tool and annual planning process. • Manage along with the Senior Director, Commercial & Marketing Finance any requests from our annual financial audits that pertain to TPM and commercial finance. • Produce monthly and ad hoc reporting to Sales, Marketing, WG&S USA Executive team and UK head office as required. • Assist the Senior Director, Commercial & Marketing Finance in the preparation of the monthly and year end APCD accruals for the commercial regions. Provide comprehensive monthly internal and distributor spend analysis. • Partner with Commercial teams, Ops and Finance leadership tracking year-end shipments focusing on DOI deliverable • Highlight and assess the risks, issues, trends and opportunities within the commercial team, providing financially focused business insight and analysis to support commercial business decision making. 	

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:

Planning and Organising

- Sets clearly defined objectives
- Plans activities and projects well in advance and takes account of possible changing circumstances
- Manages time effectively
- Identifies and organises resources needed to accomplish tasks
- Monitors performance against deadlines and milestones

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 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

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

<p>Applying Expertise & Technology</p> <ul style="list-style-type: none"> • 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 	<p>Achieving Personal Work Goals and Objectives</p> <ul style="list-style-type: none"> • Accepts and tackles demanding goals with enthusiasm • Works hard and puts in longer hours when it is necessary • Identifies development strategies needed to achieve career goals and makes use of developmental or training opportunities • Seeks progression to roles of increased responsibility and influence
<p>Skills and Qualifications:</p> <p><u>Essential:</u></p> <ul style="list-style-type: none"> • Bachelor's degree in Business Administration, Finance, or Accounting is required; Master's Degree in Business Administration is preferable • 5 years of relevant finance experience in CPG or Spirits industry • Must have experience managing people • Strong commercial finance acumen, particularly in the spirits industry • Strong analytical ability and business acumen • Solid understanding of basic accounting concepts (GAAP) • Strong communication, organizational and task management skills • Effective teamwork and interpersonal skills • Broad data management skills • Orientation to detail, with a specific focus on accuracy • Ability to multi-task many items at once in a deadline driven environment • Demonstrated ability and knowledge of various software packages, particularly all Microsoft Office applications (specifically Excel) 	