

ROLE PROFILE

Job Title	Commercial Finance Analyst - ANZ
Business Unit	ODC BU – WG&S Australia
Function/Region	Finance
Location	Australia
Leader	Commercial Finance Manager – ANZ
People Leadership	None
Job Level	4B
Role Purpose 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.	
Accountabilities <ul style="list-style-type: none"> • 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. • Involvement in key strategic business projects and initiatives (initiated both Globally & Locally) as required to drive value and efficiency across the business. Provide finance support, ad hoc analysis for Senior Leadership Team & Asia-Pacific regional team as required, focus on supporting delivery of the leadership agenda. • Build strong working relationships with internal commercial and marketing customers in order to ensure planned Advertising & Promotional spend is accurately accounted for. • To ensure timely release of non-required accruals following the completion of promotional activity. • Collaborate with Demand Planner through the Sales & 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. • Improve tools, templates and systems used in the planning and forecasting process to ensure robustness of submissions with improved easy and accuracy. • Be available and responsive to internal commercial and marketing colleagues, providing support on Brands in Portfolio as needed including evaluating risks, opportunities and proposals. • 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. 	

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

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

<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Identifies own development needs and makes use of developmental or training opportunities
Skills and Qualifications:	
<u>Essential:</u>	
<ul style="list-style-type: none"> • 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 	
<u>Desirable:</u>	
<ul style="list-style-type: none"> • 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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