



Job Title	Finance Manager - Luxury
Business Unit	BBU
Function/Region	Global Marketing - Finance
Location	Richmond
Leader	Global Brand Commercialisation Manager
People Leadership	No
Job Level	4A
Role Purpose Business partner with the Global Luxury Team to provide expert financial support and guidance, supporting current and future business opportunities with analysis and insight.	
Accountabilities <ul style="list-style-type: none"> • Lead the planning & reporting process for the Global Luxury Team, META & Standfast, the appraisal and review of on-going KPI targets and produce the Finance input to WG&S Luxury Board Reviews. • Work with the regions to ensure accurate reflection of A&P spend against Luxury portfolio. • Instigate and manage the monthly Global META consolidation. Use functional expertise to challenge the numbers, tracking risks and opportunities throughout the year. • Evolve and improve Global META reporting requirements to track and measure Luxury performance. • Responsible for the monthly management accounting for the Global Luxury Team. Manage the Luxury funding in terms of allocation to markets, in collaboration with Luxury Director. Provide robust Luxury Overhead forecasts for Budget & LE planning cycles. Manage Luxury Capex requirements. • Lead planning cycles for the Standfast business – Budget/LE/5YP. Ensure planning timetables are aligned and communicated to key stakeholders, and that key deadlines are met. • Provide expert financial support for Global Luxury Director when evaluating new opportunities across the business, including new product development and financial modelling / scenario planning to provide solutions to key business challenges. Make recommendations to support decision-making and the roll-out of key strategic, marketing and commercial decisions. • Provide on-going finance support to the Glenfiddich & The Balvenie Global Brand teams for their Luxury innovation projects, including Price trees and P&Ls ahead of Gate Meetings, business case and capex requirements, working alongside local market teams, as appropriate. • Develop strong relationships with key stakeholders to ensure alignment, working pro-actively and constructively with the relevant teams and supporting cross-functional collaboration. • Monitor relevant WG&S' reporting standards and governance procedures, to ensure provision of accurate information, and ensure any changes are suitably captured and remain aligned to the William Grant Way (WGW). • Support the Brand Commercialisation Manager with interfacing both internally and externally for all Luxury financial management matters. 	

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



Competencies	
<p>Analysing</p> <ul style="list-style-type: none"> 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 judgments' 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>Planning and Organizing</p> <ul style="list-style-type: none"> Sets clearly defined objectives Plans activities and projects well in advance and takes account of possible changing circumstances Manages time effectively Identifies and organizes resources needed to accomplish task Monitors performance against deadlines and milestones
<p>Presenting and Communicating Information</p> <ul style="list-style-type: none"> Speaks clearly and fluently Expresses opinions, information and key points of an argument clearly Makes presentations and undertakes public speaking with skill and confidence Responds quickly to the needs of an audience and to their reactions and feedback Projects credibility 	<p>Delivering Results & Meeting Customer Expectations</p> <ul style="list-style-type: none"> 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.
<p>Persuading and Influencing</p> <ul style="list-style-type: none"> 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 Makes effective use of political processes to influence and persuade others 	<p>Entrepreneurial and Commercial Thinking</p> <ul style="list-style-type: none"> Keeps up to date with competitor information and market trends Identifies business opportunities for the organisation Demonstrates financial awareness Controls costs and thinks in terms of profit, loss and added value

Skills, Qualifications and Experience :
<p><u>Essential:</u></p> <ul style="list-style-type: none"> Qualified Accountant (ACA / ACCA / CIMA) with post-qualification experience. Strong understanding of Excel combined with good working knowledge of financial statements; experience in scenario modelling and forecasting. Confident in financial evaluation techniques such as discounted cash flows and payback. Cultural awareness and sensitivity with the ability to adapt communication style as needed. Ability to meet deadlines and adopt a challenging approach to deliver robust, accurate financial data and information to meet business needs. High level of self-motivation with ability to manage own time and responsibilities in a disciplined way. <p><u>Desirable:</u></p> <ul style="list-style-type: none"> Strong commercial acumen and proven ability to work with Commercial and Marketing teams. Ability to constructively challenge processes and influence others to the benefit of the organisation

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