



<b>Job Title</b>	<b>Director, Net Revenue Management</b>
<b>Job Level</b>	3B
<b>Location</b>	New York
<b>Business Unit</b>	ODC
<b>Function</b>	Finance
<b>Leader</b>	VP, Finance, USA
<b>People Leadership</b>	Team of 3

### Role Purpose

Direct a team of 3 to provide support across the commercial and brand teams focusing on driving revenue management for WG&S’ portfolio throughout the US markets in line with commercial strategies (a) to maximize long-term value of WG&S’ North American business and (b) to support delivery of our annual targets.

### Responsibilities

- **Commercial Discount Management and reporting** (Vistaar)
- **Lead on Brand Pricing Architecture:** Agree with global/local stakeholders and track via Pricing Forums
- **Pricing Analytics:** Support 2 annual price windows
- **Net Revenue Management:** Leadership across channels and markets, including price strategy, value chain analysis, reporting tools and legal compliance training.
- **Team Leadership:** Direct and indirect team leadership, ensuring the appropriate people development and skill-building programs are in place within Net Revenue team
- **E-Commerce Strategy:** Partner with and collaborate with Global, Distributor and Customer engagement in line with recent pricing strategies.
- **NPD:** Pricing strategy
- **Commercial Development:** work with markets on NRM (value creation) opportunities



## 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

### Leading & Supervising

- Provides others with a clear direction
- Sets appropriate standards of behaviour
- Delegates work appropriately and fairly
- Motivates and empowers others
- Provides staff with development opportunities and coaching
- Recruits staff of a high calibre

### Persuading & Influencing

- 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

### 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.

### Entrepreneurial and Commercial Thinking

- Keeps up to date with competitor information and market trends
- Identifies business opportunities for the organization
- Demonstrates financial awareness
- Controls costs and thinks in terms of profit, loss and added value

### Formulating Strategies and Concepts

- Works strategically to realise organisational goals
- Sets and develops strategies
- Identifies, develops positive and compelling visions of the organisation's future potential
- Takes account of a wide range of issues across, and related to, the organisation.



## **Skills and Qualifications:**

### Essential:

- Exceptional leader of diverse, values-oriented, high-performing teams.
- Strong quantitative acumen with a focus on commercial analytics and P&L management.
- Great network across North American alcoholic beverage distributors / brokers / selling agencies.
- Balanced experience delivering results for dynamic high-growth brands and more mature brands.
- Strong stakeholder management and communication (writing and presenting) skills.

### Desirable:

- Executive Board experience a plus.