

HEAD OF COMMERCIAL FINANCE – GTR

Job Title	Head of Commercial Finance – GTR
Business Unit / Group Function	Finance
BU Team / Sub-Function	BBU
Location	Richmond / Singapore
Leader	Finance Director – APAC & GTR
People Leadership	Yes
Job Level	3B
Role Purpose <p>To support the GTR SLT in developing and managing the GTR business to achieve BBU and Company Objectives by taking responsibility of commercial finance in GTR and delivery of commercial, brand, and financial objectives.</p> <p>To ensure commercial finance control within the GTR business, to monitor financial performance and to provide robust, insightful financial analysis to enable informed decision making and to maximise market and brand performance.</p> <p>To own all aspects of the commercial financial strategy and financial management/control including the delivery of a robust and relevant financial control/governance framework.</p>	
Accountabilities <ul style="list-style-type: none"> • Monitor financial performance in GTR to bring insight and challenge to maximise business performance. • Ensure commercial finance control in the business in accordance with the processes and policies as defined in the WGW and by Central Finance to ensure the correctness and integrity of reporting. • Ensure consistency of processes and approach across the GTR Commercial Finance team in multiple global locations. • Provide relevant, necessary and insightful financial reporting and analysis to the GTR SLT in a timely manner, in line with agreed Group Finance frameworks, enabling optimal commercial decision making whilst maintaining strong governance and financial controls. • Partner with the GTR Regional Directors in delivering the brand, commercial and financial objectives of the region. • Identify opportunities, risks and trends within the region to maximise performance, mitigate risk and ensure delivery of all strategic priorities. • Lead local planning, budgeting, LE and 5YP, in line with the Group Finance Calendar and Group Finance processes, ensuring collaboration with the local leadership and functional teams to deliver robust plans. • Manage all other aspects of Commercial Finance delivery in line with the Group Finance calendar. • Support the management and optimisation of working capital within GTR, as well as ensuring appropriate controls, oversight and reporting of customer inventory. • Monitor and evaluate in-market marketing spend with a focus on continuous improvement in effectiveness and return on investment. • Collaborate with Supply Chain teams to support an ongoing, reliable volume forecast for production planning, and financial R&Os. • Support internal audits within the region through a robust, risk-based approach in line with the Group Risk Register, the Group Internal Audit Programme and CSA (control self-assessment) requirements. • Maintain appropriate controls to ensure APCD funds are suitably invested and accurately reported. 	

Core Competencies:

Deciding & Initiating Action <ul style="list-style-type: none">• 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	Delivering Results & Meeting Customer Expectations <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.
Leading and Supervising <ul style="list-style-type: none">• 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	Adapting and Responding to Change <ul style="list-style-type: none">• Adapts to changing circumstances• Accepts new ideas and change initiatives• Adapts interpersonal style to suit different people or situations• Shows respect and sensitivity towards cultural and religious differences• Deals with ambiguity, making positive use of the opportunities it presents
Persuading and Influencing <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	Formulating Strategies and Concepts <ul style="list-style-type: none">• 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:

- A qualified accountant and an experienced Finance Business Partner to a commercial team with at least 8 years PQE
- Experienced leader who can set objectives, performance manage a team and develop individuals to achieve their potential.
- Proven track record of influencing at SLT level
- An excellent knowledge of Internal Control, Financial Accounting & Reporting and Financial Analysis
- Proven strong experience of process improvements leading and implementation
- Experience of working in a high change environment.
- Excellent analytical and problem solving skills
- A resilient leader who has an eye for continuous improvement and is change oriented
- An effective communicator with the ability to build relationships across functions to ensure engagement is successful with key stakeholders

Desirable:

- FMCG or Drinks experience
- International or global experience would be beneficial with an understanding of how other regions operate
- Knowledge of Tax, Treasury, Cost Accounting and / or International Finance

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