



Job Title	Region Finance Analyst
Job Level	5
Location	Home-based
Business Unit	BBU
Function	Finance
Leader	Manager, Region Finance
People Leadership	
Role Purpose	
<p>To maximize WGS profitability by supporting Region teams with appropriate analysis/insight regarding market performance, channel performance, pricing analysis, post-program effectiveness, etc. Supports the Region in achieving brand & financial goals by providing financial reporting on account receivables, promotion, customer discounts, LMF spending versus plan/budget. To meet reporting deadlines and manage processes as detailed within the Finance Calendar. Specific responsibility for maintaining a robust internal control environment; the main point of contact for all local monthly and forecasting reports; and the reconciliation of the various financial systems used within the region.</p>	
Responsibilities	
<ul style="list-style-type: none">• Supports all financial reporting within the Region and provide financial analysis, as appropriate, to Region Finance Director as well as other members of the Region team in order to ensure Region financial/budget goals are achieved. Provides routine analytics to Region Finance Director as required.• Assists Region team in the pre-planning/budgeting of all WGS activity in the markets, including volume planning, spending initiatives, and KPI objectives. Reviews and reports on execution throughout the Region in order to ensure achievement of WGS goals and initiatives.• Assists in the oversight of Region for Customer Discounts, Promotion, and local Advertising budgets, as well as distributor investment (LMF), so as to best position Region for achievement of budget as well as longer-term, profitable growth. Work with Region team as well as distributor/broker contacts in order to reconcile distributor AR balances. Provide analytics to Region team and Region Finance Director, as required.• Provides timely business/sales analysis to Region team, including depletion analysis, channel trends (including Nielsen), competitive activity, and pricing analysis. Support Region team in the preparation of Business Reviews and other distributor management updates.• Support the Region Finance Director and the Region Sales Organization in reviewing and analyzing Region price structures, pricing management, distributor margin analysis, competitive pricing analysis, pricing elasticity studies, etc. and assist in ensuring that brand pricing guidelines are executed throughout Region.• Facilitates growth within the Region by investigating business opportunities and/or troubleshooting within Region and /or with key customers for optimal performance.• Covers Region NSV of at least \$70M and PAM of at least \$50M	

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

Planning and Organising

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

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

Applying Expertise & 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

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.



Skills and Qualifications:

Essential:

- A strong background in the spirits and wine industry is recommended, with a minimum of 3+ years Finance management/support experience, including budget management & reporting. The position works with Region management as well as the Region Sales Organization. The candidate will also be required to develop relationships with Distributor/Broker Management in order to manage Region finances. The candidate must be a team player.
- Communication will include sensitive information and has accountability for critical levels of Company resources. Position plans business activities for Region on a long-term and short-term basis and including strategic growth plans.
- Demonstrated proficiency of various software packages, particularly all Microsoft Office applications (specifically Excel & Word), Hyperion and Syndicated Data systems
- Experience of ERP and PC applications to deliver effective management reporting and analysis
- Keen eye for data accuracy and integrity
- Ability to adhere to deadlines and adopt a challenging approach to deliver robust, accurate financial data and information to meet business needs
- Ability to effectively organize and plan ahead, ensuring a wider team is aligned to processes and timelines
- Strong financial control ethic
- Solid skills/experience in business finance support and budget management
- Exceptional analytical skills and problem solving abilities are a must
- Excellent verbal, written, and listening communication skills. Good communicator at all levels of the organization
- Strong personal drive; must be well-organized; solid leadership skills
- Understanding of appropriate sales and local marketing tactics in order to achieve Region profit plan as well as brand equity objectives
- Ability and experience to translate data into actionable objectives and effective tracking and reporting for field and/or upper mgmt.
- Exceptional knowledge of syndicated data systems and analysis
- Self starter who can work on their own initiative
- Effective teamwork and interpersonal skills
- Broad database and data management skills
- Orientation to detail, with a specific focus on data accuracy
- Ability to multi-task many items at once in a deadline driven environment

Created by:	Bruce Massey
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