

ROLE PROFILE TEMPLATE

Job Title	Commercial Finance Manager
Business Unit	ODC BU – WG&S Australia
Function/Region	Finance
Location	Sydney, Australia
Leader	Head of Finance & Operations ANZ
People Leadership	3 Direct (Commercial Finance Analysts x2, Claims Analyst x1)
Job Level	4A
Role Purpose <p>To provide expert financial support to the ANZ business, supporting current and future business opportunities with analysis and insight, working closely with Commercial & Marketing as part of cross-functional teams, deputising for the Head of Finance as required.</p> <p>Co-ordinate delivery the planning cycles of the finance calendar (Bud, LE, 5YP), Commercial Finance reporting, the appraisal and review of ongoing KPI targets. Support the business in delivering business targets through decision support and investment appraisal and decision support while maintaining strong operational and commercial controls.</p>	
Accountabilities <ul style="list-style-type: none"> • Responsibility for ANZ region monthly Commercial Finance reporting and co-ordinate the delivery of the budget and planning processes as detailed within the Finance Calendar, while supporting delivery of robust plans through Risks & Opportunity tracking & management. • Lead the day-to-day workload and development of the Commercial Analyst, ensuring appropriate matrix split of responsibilities to support and business partner Sales and Marketing within a robust control framework. • Lead the commercial finance team through the monthly & year-end management accounting process for ANZ. Liaise with other finance teams and sales/marketing as required, while developing key relationships with APAC & Group to ensure accuracy and timeliness of information flows. • Support key strategic business projects and initiatives (initiated both Globally & Locally) as required to drive value and efficiency across the business. • Provide finance support and ad hoc analysis for SLT as required and deputise for the Head of Finance as necessary. • Review finance, systems, and business processes on an ongoing basis. Identify opportunities for continuous improvement and propose / implement these with input / authorization from the Head of Finance / Group team. • Business Partnering with Commercial and Marketing functions to ensure the delivery of profit and key financial metrics across all brands. • Provision of expert financial support to evaluate new opportunities across the business, including NPD and financial modelling / scenario planning to provide solutions to key business challenges. • Support and improve Investment Appraisal processes and capability within the business for key Sales and Marketing activity; evaluating profitability, return, and effectiveness while ensuring key learnings are monitored and implemented appropriately. • Lead pricing reviews, ensuring delivery against NSV/cs metrics and adherence to Global Floor Pricing through decision support and active management with the Commercial & Marketing teams. • Ensure robust review of Marketing & Customer Discount spend and coding on an ongoing basis, with appropriate controls and reporting in place. Develop and maintain high levels of financial controls, ensuring delivery of strong performance through Internal and External Audits. 	

- Develop and share expert knowledge of our systems and exploring opportunities to optimise through network of wider WG&S colleagues globally.
- Lead the Commercial Finance agenda and support for New Zealand market, helping to ensure delivery of commercial plans and monitoring and controls.
- Function as Company Secretary of the WG&SA Board

Key Performance Metrics:

	KPI	Description
1	Financial performance	Overall lead in delivery of Finance calendar (Bud, LEs, 5YP, Month/Year End close). Work with Commercial & Marketing to ensure delivery against overall business targets and KPIs (e.g. NSV/cs, A&P ratios, ROI).
2	Control Environment	Maintain high levels of financial controls and compliance with group policies, ensuring a strong controls environment is developed and maintained and enable strong performance through Internal and External Audits
3	Process Improvement & Governance	Lead delivery of ROI and evaluation frameworks to into the business to deliver ongoing benefits to improve business performance and efficiency.
4	People Development	Lead and develop Direct Reports, to ensure a high performing team and enable succession planning within the business

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.

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

Coping with Pressures & Setbacks

- Works productively in a pressurised environment
- Keeps emotions under control during difficult situations
- Balances the demands of a work life and a personal life.
- Maintains a positive outlook at work.
- Handles criticism well and learns from it.

Skills and Qualifications:**Essential:**

- Qualified (CA, CPA, CIMA, or equivalent), with proven post-qualification experience of Management Accounting in a commercial environment working collaboratively with Sales and Marketing teams.
- Proven people leader who can set objectives, performance manage a team and develop individuals to achieve their potential.
- Maturity and credibility to deputise for Head of Finance & Operations, as and when required.
- Ability to adhere to deadlines and adopt a challenging approach to deliver robust, accurate financial data and drive business performance.
- Experience of ERP, forecasting, and analytics applications to deliver effective management reporting and analysis.
- Strong Financial control background

Desirable:

- Experience workings with Company Boards & Company Secretary

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