

## Position Description

**Position:** Finance Manager – Commercial & Reporting

**Department:** Finance

**Reports to:** Director of Finance

**Direct Reports:** None

<b>Role Purpose</b>	<p>The Finance Manager – Commercial &amp; Reporting is responsible for overseeing the financial performance and reporting functions, as well as supporting the commercial aspects of the organisation.</p> <p>This role involves leading the financial planning, budgeting, forecasting, and reporting processes to ensure appropriate financial management and enable the business to make data-driven decisions.</p> <p>The Finance Manager – Commercial &amp; Reporting will work closely with sales, operations, legal and marketing departments to provide commercial insights and advanced analysis to drive business performance, evaluating commercial contracts and agreements and supporting strategic business decisions. The role requires a strong background in F, P&amp;A in a high-growth manufacturing environment. Exposure to international markets is desirable.</p> <p>This role will play a key part in leading and implementing our pricing strategy to support global growth. The Finance Manager – Commercial &amp; Reporting will also be responsible for identifying opportunities for cost savings, revenue enhancement, and process improvements within the commercial operations.</p>
<b>Key Success Outcomes</b>	<ul style="list-style-type: none"> <li>• Budgeting and forecasting for multiple entities to ensure accuracy and completion within reporting timeframes.</li> <li>• Business receives accurate and timely reporting/data to support data-driven business decisions.</li> <li>• Opportunities for improvement are identified and implemented.</li> <li>• Commercial contracts and potential opportunities are analysed and delivered to enhance sustainable financial performance.</li> <li>• Competitive and profitable pricing balancing market constraints with margins.</li> <li>• Advanced financial modelling for scenario analysis to support growth and key strategic decisions.</li> <li>• Strong financial modelling capabilities to support opportunities (market entry, acquisitions, and divestments etc).</li> <li>• Work with and support the wider finance team, to support overall business growth objectives.</li> </ul>
<b>Key Internal Relationships</b>	<ul style="list-style-type: none"> <li>• Finance Team</li> <li>• SLT</li> <li>• All Business Areas</li> <li>• IDEAL Group Finance team</li> </ul>
<b>Key External Relationships</b>	<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Auditors</li> <li>• Consultants (ERP / BI / Operational)</li> </ul>

## Key Requirements

Accountability Area	Desired Outcome/Achievement Indicators
Reporting	<ol style="list-style-type: none"> <li><b>Budgeting and Forecasting:</b> <ul style="list-style-type: none"> <li>Develop and manage annual budgets and forecasts.</li> <li>Monitor financial performance against budgets and forecasts, providing variance analysis and recommendations.</li> <li>Group consolidation across multi-currency entities for reporting.</li> <li>Ability to forecast technical accounting and support management accounting team.</li> </ul> </li> <li><b>Data and Reporting:</b> <ul style="list-style-type: none"> <li>Develop and maintain comprehensive financial dashboards and static reports.</li> <li>Group consolidation across multi-currency entities for reporting.</li> <li>Lead group reporting process, adhering to required timelines.</li> </ul> </li> <li>Set up and create dashboards to visualize key financial metrics and performance indicators.           <ul style="list-style-type: none"> <li>Ensure data integrity and accuracy in all financial reports and dashboards.</li> </ul> </li> <li>Regularly update and refine reporting tools to meet the evolving needs of the organization.           <ul style="list-style-type: none"> <li>Provide training and support to members on the use of financial dashboards and reporting tools.</li> <li>Ensure comprehensive and transparent reporting to stakeholders, highlighting key insights and trends.</li> </ul> </li> <li><b>Trend Analysis:</b></li> <li>Analyze financial trends and provide insights to support strategic decision-making.           <ul style="list-style-type: none"> <li>Identify opportunities for cost savings and revenue enhancement.</li> </ul> </li> <li><b>Cost Management and Efficiency:</b> <ul style="list-style-type: none"> <li>Oversee budgeting and cost management processes, including manufacturing elements.</li> <li>Conduct cost-benefit analysis and identify process improvement opportunities.</li> </ul> </li> </ol>
Commercial	<ol style="list-style-type: none"> <li><b>Commercial Analysis:</b> <ul style="list-style-type: none"> <li>Conduct financial analysis to support business decisions and identify opportunities for cost savings and revenue growth.</li> </ul> </li> <li>Provide advanced financial modelling for scenario analysis to support the business to achieve growth.</li> <li>Evaluate and analyze commercial contracts and agreements.</li> <li>Provide financial insights and recommendations to Senior Management.</li> </ol>

	<ol style="list-style-type: none"> <li>2. <b>Pricing Analysis</b></li> <li>7. Develop and implement pricing strategies to maximize profitability.</li> <li>8. Analyze market trends and competitor pricing, conduct margin analysis and pricing sensitivity analysis, to inform pricing decisions. <ul style="list-style-type: none"> <li>• Monitor and adjust pricing based on market conditions and business objectives.</li> </ul> </li> <li>3. <b>Support Strategic Business Decisions:</b></li> <li>9. Provide financial analysis and due diligence for market entry, acquisitions, and divestments. <ul style="list-style-type: none"> <li>• Provide financial insights and recommendations for potential deals.</li> <li>• Collaborate with cross-functional teams to drive data-driven decisions.</li> </ul> </li> <li>4. <b>Financial Modelling:</b> <ul style="list-style-type: none"> <li>• Create and maintain financial models to support business planning and decision-making.</li> </ul> </li> <li>10. Evaluate the financial impact of various business scenarios including IP purchases, acquisitions, and divestment decisions.</li> </ol>
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## Other duties:

- Upholds the company values.
- Perform any other tasks as required by your Team Leader and/or the business.
- Contributes to the achievements of department goals and objectives.

## Health & Safety:

- Ensuring all Health & Safety policies and rules are followed, with all tasks completed in a safety conscious manner.
- Maintaining a safe and clean working environment by complying with Enatel Policy and Procedures.
- Leads by example in all matters relating to Health & Safety.

## Environmental:

Enatel is committed to minimising the environmental impact of our operations and products.

- Ensuring Environmental policies and processes are followed.

## Person Specification:

	Essential	Desirable
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• <b>Leadership:</b> Strong leadership skills to manage and mentor the wider finance team and build relationships based on trust and confidence. Ability to lead cross-functional teams and drive collaborative efforts</li> <li>• <b>Analytical Thinking:</b> Ability to analyse complex financial data and provide actionable insights. Strong problem-</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Strategic Thinking:</b> Ability to think strategically and align financial goals with the overall business objectives. Capable of contributing to long-term financial planning and decision-making.</li> </ul>

	<p>solving skills to identify and address financial issues.</p> <ul style="list-style-type: none"> <li>• <b>Financial Acumen and Technical abilities:</b> Demonstrates a deep understanding of financial principles, practices, and regulations, including the complexity of a multiple-entity, multiple-currency environment based in international markets. Able to problem solve and advise on technical and accounting issues.</li> <li>• <b>Commercial Acumen:</b> Strong understanding of business operations and market dynamics. Ability to evaluate commercial opportunities and provide strategic recommendations.</li> <li>• <b>Communication:</b> Excellent verbal and written communication skills. Able to convey financial information clearly and concisely to both financial and non-financial stakeholders, including senior executives.</li> <li>• <b>Problem-Solving:</b> Strong problem-solving skills with the ability to identify issues, develop solutions, and implement changes effectively. Able to handle unexpected challenges and adapt to changing circumstances.</li> </ul>	
<b>Skills, Experience &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• <b>Commercial Experience:</b> 5 years + experience in conducting commercial analysis and evaluating contracts and terms.</li> <li>• <b>Finance Management and Reporting Experience:</b> 5 years + experience in F, P&amp;A including in financial management, budgeting, forecasting, financial analysis, and reporting. Experience implementing reporting frameworks.</li> <li>• <b>Strategic Projects:</b> Experience in supporting strategic projects such as market entry, acquisitions, and divestments. Ability to conduct due diligence and financial analysis for potential deals.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>ERP Systems:</b> Experience with Infor Syteline and Dynamics 365.</li> <li>• <b>Industry Knowledge:</b> Familiarity with the specific industry in which the organisation operates, understanding its financial challenges and opportunities.</li> <li>• <b>Market Trends:</b> Knowledge of market trends and industry best practices. Understanding of competitive landscape and market dynamics.</li> <li>• <b>Top tier audit experience:</b> 3+years in top tier firm with audit exposure.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Manufacturing Environment:</b> Experience in a complex manufacturing environment.</li> <li>• <b>Financial Modelling:</b> Advanced financial modelling capability to support scenario modelling and financial metrics.</li> <li>• <b>ERP Systems:</b> Exposure and familiarity with large complex ERP systems.</li> <li>• <b>Pricing Strategy:</b> Experience in developing and implementing pricing strategies. Ability to analyse market trends and competitor pricing.</li> <li>• <b>Highly motivated:</b> Driven and motivated individual willing to support the business to achieve its significant growth objectives and aggressively develop skills to grow as a person. Willingness to step in where needed/where opportunities arise.</li> </ul>	
<b>Qualification / Licenses</b>	<ul style="list-style-type: none"> <li>• <b>Bachelor's Degree in Finance or Accounting</b></li> <li>• <b>Professional Certification:</b> CA or equivalent.</li> </ul>	