

## Position Description

**Position:** Management Accountant

**Department:** Finance

**Reports to:** Senior Management Accountant

**Direct Reports:** None

<b>Role Purpose</b>	<p>This role plays a critical part in supporting the financial planning and performance management functions of the business. The management Account plays an important role in assisting in the preparation of management accounts, budgeting and forecasting modelling, data cleansing and analysis.</p> <p>A key focus is on improving data quality and streamlining reporting processes through effective data extraction, cleaning, and management across multiple systems. The Management Accountant will contribute to driving data-driven decision making and enhancing operational efficiency.</p>
<b>Key Success Outcomes</b>	<ul style="list-style-type: none"> <li>• <b>Accurate and Timely Financial Planning</b> <ul style="list-style-type: none"> <li>○ Support the development and execution of budgeting, forecasting, and long-term financial planning processes.</li> <li>○ Collaborate with business units to gather inputs, validate assumptions, and ensure alignment with strategic goals.</li> </ul> </li> <li>• <b>Management Accounting</b> <ul style="list-style-type: none"> <li>○ Comprehensive trend analysis with actionable insights, contributing to informed financial reporting and operational improvements.</li> <li>○ Identification, Analysing and reporting of manufacturing, pricing variances, and causes leading to better cost control and budget adherence.</li> <li>○ Standard Costing - Analyse and report on movements in Bill of Materials and Routings and the impact on job costings.</li> <li>○ Review actual job costings against standards, review variances and update standards as appropriate.</li> <li>○ Continuous monitoring of the order book to effectively to track production capacity and assist in mitigate risks associated with over or under production capacity.</li> </ul> </li> <li>• <b>High-Quality Analysis and Reporting</b> <ul style="list-style-type: none"> <li>○ Maintain and enhance financial dashboards, models, and performance tracking tools to provide clear insights to stakeholders.</li> <li>○ Ensure reports are accurate, consistent, and tailored to the needs of various audiences, including Senior Leadership Team.</li> <li>○ Proactively identify trends, variances, and opportunities for improvement through data driven analysis.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Improved Data Quality</b> <ul style="list-style-type: none"> <li>○ Identify and address gaps or inconsistencies in financial and operational data.</li> <li>○ Implement controls and validation processes to ensure reliable reporting and analysis.</li> </ul> </li> <li>• <b>Effective Data Management</b> <ul style="list-style-type: none"> <li>○ Extract, clean, and manage data from multiple sources including ERP systems and spreadsheets.</li> <li>○ Build and maintain robust data pipelines and repositories to support scalable analysis.</li> <li>○ Ensure data is organized, accessible, and secure, enabling efficient decision-making.</li> </ul> </li> <li>• <b>Continuous Improvement and Willingness to Learn</b> <ul style="list-style-type: none"> <li>○ Leverage technology and automation to streamline financial processes and reporting.</li> <li>○ Evaluate and implement tools that enhance productivity and analytical capabilities.</li> <li>○ Foster a culture of continuous improvement by identifying and executing initiatives that drive efficiency and value</li> <li>○ A driven and motivated mindset to support the overall finance team to achieve its objectives to support the business to grow.</li> <li>○ A willingness to get stuck in a support the team as needed.</li> </ul> </li> </ul>
Key Internal Relationships	<ul style="list-style-type: none"> <li>• Finance team</li> <li>• All Enatel departments</li> <li>• IDEAL Corporate</li> </ul>
Key External Relationships	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

## Key Requirements

Accountability Area	Desired Outcome/Achievement Indicators
Business Planning Activities	<ul style="list-style-type: none"> <li>• Collaborate within cross-functional teams to develop and manage annual budgets and rolling forecasts.</li> <li>• Ensure financial plans are aligned with strategic objectives and reflect accurate business assumptions.</li> <li>• Provide timely updates and scenario analysis to support agile decision-making.</li> </ul>
Management Accounting	<ul style="list-style-type: none"> <li>• Maintain robust processes for reviewing and updating job cost standards, supporting ongoing financial accuracy.</li> <li>• Report on movements in Bill of Materials and Routings, assessing their impact on job costs and overall profitability.</li> </ul>

	<ul style="list-style-type: none"> <li>• Monitor the order book to manage production capacity effectively, mitigating risks associated with over- or under-capacity</li> </ul>
Financial Analysis	<ul style="list-style-type: none"> <li>• Build and maintain robust financial models to evaluate business performance and strategic initiatives.</li> <li>• Deliver insightful analysis that supports commercial decisions and highlights risks and opportunities.</li> <li>• Continuously refine models to improve accuracy and relevance.</li> </ul>
Data Management	<ul style="list-style-type: none"> <li>• Extract, clean, and organise financial and operational data from multiple systems to ensure consistency and accuracy.</li> <li>• Collaborate with business areas to improve data flows, resolve data quality issues, and enhance system integration.</li> <li>• Ensure data governance practices are followed, including version control, documentation, and secure handling of sensitive information.</li> </ul>
Reporting	<ul style="list-style-type: none"> <li>• Ensure the accuracy, consistency, and integrity of financial reports and dashboards.</li> <li>• Maintain reporting tools that provide clear visibility into key performance indicators.</li> <li>• Support month end reporting cycles with high quality outputs.</li> </ul>
Process Improvement	<ul style="list-style-type: none"> <li>• Identify inefficiencies in financial processes and propose practical solutions.</li> <li>• Contribute to initiatives that streamline workflows, reduce manual effort and enhance data reliability.</li> <li>• Promote a culture of continuous improvement.</li> </ul>
ERP Systems	<ul style="list-style-type: none"> <li>• Demonstrate the ability to quickly learn and navigate new ERP systems and financial tools.</li> <li>• Support system implementations, upgrades, and integrations by providing finance expertise.</li> <li>• Ensure data accuracy and process compliance within ERP environments.</li> </ul>

#### Other duties:

- Upholds the company values.
- Perform any other tasks as required by your Team Leader line manager 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
Competencies	<ul style="list-style-type: none"> <li>• <b>Analytical Thinking:</b> Ability to analyse complex financial data and provide actionable insights. Strong problem-solving skills to identify and address financial issues.</li> <li>• <b>Financial Acumen:</b> Demonstrates an understanding of financial principles, practices, and regulations.</li> <li>• <b>Technology Driven Mindset:</b> A curious, tech-savvy mindset with a desire to innovate and improve how things are done. Identifying opportunities for automation.</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.</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>	<ul style="list-style-type: none"> <li>•</li> </ul>
Skills, Experience & Knowledge	<ul style="list-style-type: none"> <li>• 2+ years' experience in a similar role</li> <li>• Proficiency in Microsoft Excel</li> <li>• Management Accounting experience, preferable in a manufacturing environment</li> <li>• Strong analytical skills with the ability to interpret financial data and provide insights</li> </ul>	<ul style="list-style-type: none"> <li>• <b>ERP Systems:</b> Experience with Infor Syteline and Dynamics 365</li> <li>• <b>Microsoft Power Platform:</b> Power BI, Power Query, Power Apps and Power Automate</li> <li>• <b>Manufacturing Experience:</b> Exposure to the manufacturing industry to support cross-functional alignment.</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent attention to detail, organisation skills, and accuracy</li> <li>• Understanding of financial principles, management reporting, and budgeting/forecasting processes</li> <li>• Effective written and verbal communication skills, including the ability to present findings clearly</li> <li>• Ability to prioritise tasks and meet deadlines</li> <li>• Friendly, collaborative and can-do attitude</li> </ul>	
Qualification / Licenses	<ul style="list-style-type: none"> <li>• Bachelor's Degree in Finance or Accounting</li> <li>• Professional Certification (or working towards): CA or equivalent.</li> </ul>	