

Job details			
Individual's name	Job title	Reports to	Location
	FP&A Manager	CFO / Functional Report to Director of FP&A - AsPac	

Job purpose
To identify, understand and communicate to the country leadership teams the key financial and non-financial drivers of value creation and how the Company can leverage those to achieve desired outcomes.

Reporting relationships		
Direct reports	Internal stakeholders	External stakeholders
<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Country Leadership team FP&A Asia Pacific team Local and global Finance team Operational Leaders 	<ul style="list-style-type: none"> Customers Suppliers

Qualifications and experience	
Essential (technical skills / knowledge)	
<ul style="list-style-type: none"> 10+ years working experience, with a minimum of 3 years in an FP&A, Commercial or Analytics related role Supply chain logistics industry experience is advantageous Business degree with CA or CPA qualified Prior experience or exposure to medium to large multi country roles Prior experience or exposure to business expansions, mergers and acquisitions Prior experience and exposure to analytics, advanced modelling skills Ability to seamlessly move between micro and macro view when understanding and explaining complex issues Ability to work with large sets of data to produce meaningful, easy to understand, relevant information that adds value to key stakeholders Ability to imagine, create and implement new methods, reports, analysis and insights that add value to the role 	<ul style="list-style-type: none"> Strong problem solving skills and can interpret operational and financial data to solve complex business issues High level of attention to detail, business and commercial acumen Advanced Excel and data capabilities Strong written and verbal communication and interpersonal skills, ability to reason, negotiate, instruct, persuade, or speak with others with different management and communication styles Excellent time management skills, ability to juggle multiple tasks simultaneously, and work to tight deadlines, strong customer service orientation with high sense of urgency Ability to travel locally in country and abroad

KPIs / deliverables	
<ul style="list-style-type: none"> Design, develop, implement and maintain systems and processes that enable successful reporting in line with Asia Pacific requirements, including detailed and consolidated views; financial and non-financial in nature; at various periodic checkpoints; and benchmarked to appropriate comparatives Design, develop, implement and maintain working collateral (including tools, templates, presentations) that add value through leveraging financial modelling, analytics, profitability insights, KPIs, metrics, benchmarking and 	<ul style="list-style-type: none"> Ownership of LRP, including supporting the M&A team "Sources & Uses Model", effectively managing the integrity and efficient linkages of information and resultant impacts from forward looking predictions, including financing mixes, WACC forecasts, growth initiatives, M&A etc. Work with broader Finance team to ensure LRP meets covenant obligations Establish and maintain standardised pricing models to inform on appropriate selling prices based on complex multi variable commercial offerings, including providing insights to levers

<p>commentaries at micro and macro business levels</p> <ul style="list-style-type: none"> • Collaborate with local/global Finance and operational teams to identify and realise synergies in reporting frameworks, leveraging existing systems and creating efficiencies through integration and innovation, driving best in class practices in the organisation • Scope, develop and validate business case modelling to support growth projects including M&As, new developments, expansions etc. • Engage with Operational and Finance Leaders in driving a structured budget process based on sound methodology and assumptions, consistent with identified value drivers and KPIs that inform on validity, risk and sensitivity that may be inherent in the budget build up • Set up and continuously improve forecasting methods/processes that leverage of best available resources to enable a relatively low risk and accurate short/medium term (12-18 months) forecast, further aiding ongoing updating and maintenance of a long-range plan (5 years) 	<p>and relational dependencies between customer profile and rate, linked to financial impacts to be included in management approval papers (IMs)</p> <ul style="list-style-type: none"> • Deploy, monitor and review customer profitability analysis for new and existing customers across the network, work with business leaders in maximising revenue quality and materialising business development pipeline opportunities • Represent the broader Finance team to key stakeholders as a trusted point of contact for business insights and analysis • Participate and take lead roles in projects including new IT implementations and development and maintenance of value add tools and templates • Provide mentoring and development support to broader finance team • Set team structures, roles, accountabilities and position descriptions for direct/dotted reports
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Key accountabilities
<p><u>Safety</u></p> <p><i>Foster a Culture of “Zero Harm”</i></p> <ul style="list-style-type: none"> • Consistently demonstrate safety leadership and model appropriate behaviours to all team members • Ensure safe and compliant operations in accordance with the Company and customer requirements • Take personal accountability for own safety and at all times being aware of the impact of actions by others on safety • Participate and contribute to the effectiveness and improvement of safety performance • Immediately report any injury, incident or near miss encountered during the course of work and take appropriate action to effectively manage <p><u>Leadership and people</u></p> <p><i>Lead and develop an engaged, high performing team</i></p> <ul style="list-style-type: none"> • Consistently demonstrate personal behaviours that uphold our values • Enhance the work performance of self and other employees • Encourage an environment of knowledge sharing and continuous improvement • Support resource planning and the recruitment, development and retention of a high performing team • Identifying resource and capability gaps and implement strategies to bridge gaps <p><u>Financial and commercial</u></p> <p><i>Deliver our financial and commercial targets</i></p> <ul style="list-style-type: none"> • Ensure our contractual obligations with customers are understood and plans in place to deliver • Support the profitability of the operations by participating in reviews of performance, budget expenditure etc. and taking corrective actions as required • Ensure accuracy and timeliness of reporting • Ensure the appropriate allocation and optimisation of resources and assets <p><u>Customer and stakeholder engagement</u></p> <p><i>Build and maintain productive internal and external relationships</i></p> <ul style="list-style-type: none"> • Create and maintain effective relationships with employees, customers and external stakeholders

- Understands and ensures compliance with customer contracts and agreed contractual KPIs
- Understand and manage customer expectations
- Assist in the resolution and management of any significant customer operational issue

Operational excellence

Ensure industry leading position in how we operate

- Encourage the continuous improvement of system, processes and instructions to enhance performance
- Escalate to senior management (where required) any matters relating to industrial activity, safety issues, maintenance concerns or employment and safety conditions
- Provide expertise, guidance and assistance to employees to diagnose and solve problems

Core competencies

Customer / people focus	<i>Is dedicated to meeting the expectations and requirements of internal and external customers</i> <ul style="list-style-type: none"> • Quickly and effectively solves customer problems • Talks to customers (internal or external) to find out what they want and how satisfied they are with what they are getting • Let's customers know he/she is willing to work with them to meet their needs • Finds ways to measure and track customer satisfaction • Establishes and maintains effective relationships (internal and external). • Builds a common sense of purpose
Problem solving	<i>Challenges the status quo, is always looking for better ways of doing things – looks for optimal solutions. Acts as a catalyst for change and stimulates others to change</i> <ul style="list-style-type: none"> • Uses logic and methods to solve problems • Thinks of the consequence of his/her actions • Checks for understanding, asks relevant questions • Has a philosophical approach toward mistakes - asks "what can we learn from this"
Drives for results	<i>Consistently hits the goals and objectives set by themselves and others. Pushes themselves and others to achieve stretch goals. Believes they can make a difference</i> <ul style="list-style-type: none"> • Is action orientated and full of energy for things he/she see as challenging • Has the confidence to act • Puts energy in to complete tasks, is proactive • Delivers results consistently • Has concern for people, teams and due process in achieving results
Personal awareness / self-knowledge	<i>Flexible and adaptable, is able to read situations and people and modifies behaviour accordingly</i> <ul style="list-style-type: none"> • Aware of own impact on other people and strives to improve in this area • They take time to reflect on their own behaviour, they are composed and approachable and build rapport well • They are open to and encourage feedback on own (leadership) style • Actively develops Individual Development Plans • Sees people just as important as task if not more so

Leadership competencies

Developing direct reports and others	<i>Is interested and sees value in investing time developing others. Demonstrates a willingness to fairly appraise and feedback on the performance of others</i> <ul style="list-style-type: none"> • Actively conducts 1:1s • Provides challenging and stretching tasks • Engages in the organisations people processes • Is aware of individuals goals, strengths and needs
Providing vision & purpose	<i>Fosters the development of a common vision. Energises people behind a sense of purpose by providing clarity of priorities and strategies</i> <ul style="list-style-type: none"> • Is optimistic, talks about possibilities and the future • Is a good communicator who presents effectively • Paints a "we can do it" picture • Breaks complex tasks down to bite size chunks

Building effective teams	<p><i>Creates a climate of innovation where people feel comfortable offering ideas. Shares wins and successes with the Team and creates a feeling of belonging</i></p> <ul style="list-style-type: none"> • Creates strong morale and spirit within team • Develops team objectives and provide for ownership • Communicates often without judgement • Recognises team efforts
Technical / functional competence	<p><i>Is exceptional within their role on a technical and/or functional level. Keeps up with best practice and current technology</i></p> <ul style="list-style-type: none"> • Is seen as the 'go to' person for a specific task / process • Knows the function, continuously looks for opportunities for improvement • Is willing to share skills / knowledge with others • Shares best practice across the organisation