



Position Specification

Food and Beverage Company Director – Financial Planning & Analysis

The Company

Our Client is a multi-billion dollar food and beverage company. The Company operates more than 100 plants and its employees number the tens of thousands.

The Company's growth plans coupled with its organizational structure and needs, has caused the Company to identify the need to hire a Director – Financial Planning & Analysis located in its corporate headquarters in Dallas, Texas.

The Position

Location

Dallas, Texas

Reporting Relationships

The Director – Financial Planning & Analysis (“Director – FP&A”) will report directly to the Vice President of Finance. Also, the Director – FP&A will work with the General Managers and the rest of the financial team in the division. (The division's General Managers have P&L responsibility and are organized around product lines). The Director – FP&A will also frequently interface with various members of the division's field operations' teams. This person will additionally interact with individuals throughout the entire organization. The Director – FP&A will supervise one Senior Financial Analyst.

Responsibilities

The Director – FP&A will be responsible for strengthening and managing the FP&A function in the Company. This person will develop and lead a team in providing business decision support to the various platforms in the organization, through strategic thought leadership and financial analysis. The individual will bring financial prowess to the strategic planning process, and carry it through the Annual and 3-year FP&A plans. This position will translate strategic ideas into working plans, evolving the financial planning framework from the past and addressing the complexities that exist within the function today.

This individual will be an integral part of the budgeting and forecasting process and will be viewed as a key leader in the organization. The Director will partner with the VP Finance in taking the organization to higher standards of performance and enhancing the Company's processes and growth opportunities. He/she will install best practices and improve processes within the company's financial organization, and direct the development and preparation of medium and long-term financial plans, as well as annual budgets, shorter-term forecasts and variance analysis / business reviews.





The Director will be a thought leader, responsible for enhancing the way the organization views and disseminates information that critically impacts the business and influences business decisions. Additionally, he or she will proactively work with business leaders to analyze investments in new growth and/or operational initiatives. Ultimately, the Director will be committed to working with the VP Finance to build a best-in-class Finance organization, and will be people focused; creating an environment with high standards where employees feel valued and are able to grow professionally.

Specifically, this position is responsible for:

Category Strategy/Product Management

- Developing and enhancing financial planning processes, including development of an integrated forecasting process and platform/brand level P&Ls and corporate-wide requirements; improve Financial Teams' analytical prowess; develop planning standards; assist businesses in the development of planning processes and techniques.
- Ensuring that the Strategic Financial Planning process for the Company links to the long term product development and operational strategies of the Company.
- Performing extensive variance analysis vs. prior years budgets and plans; include accompanying written business analysis to identify problems areas and make suggestions for improvement; develop and analyze performance metrics.
- Supporting the company's development activities by analyzing growth initiatives including new product introductions, plant expansions, acquisitions, licensing, and geographic expansion.
- Preparing performance reviews and other formal financial packages for senior management; on monthly, quarterly and annual basis.
- Serving as a business partner to senior management of the Sales and General Manager organizations to assist them in developing customer profitability and evaluating product and marketing initiatives, evaluating current share trends, performing competitor analyses, and evaluating potential business solutions.
- Coordinating the Annual Budget and present to senior management monthly updates on business risks and opportunities that will have a financial impact on the business.
- Shortening the current annual budget cycle while enhancing the quality of the process by placing more emphasis on operating plans supporting the budgets.
- Conducting Domestic industry and competitive analyses to identify areas of opportunity to leverage the Company's core strengths.
- Special projects as identified.
- Other duties as assigned.
- Establishing credibility throughout the organization and with the operations team as an effective developer of solutions to business challenges.

Travel

Less than 10%.





The Candidate

Education

Required to possess a Bachelors degree preferably in Finance, Business, and/or Management-related discipline. A Masters degree in finance, accounting or business discipline is a plus.

Professional Qualifications

A minimum of 8 years finance and business experience preferably in a consumer products company or an industry where the finance function plays an active role. The aforementioned experience may come from a multitude of sources, ideally gained in a fast-paced, growth or change oriented company. The ideal candidate will have demonstrated strength in financial planning and analysis in a company with complex business strategies. Ideally, the candidate will also have management consulting experience within a top-tier firm, where he/she has developed a strategic discipline around end-to-end business operations. The individual should have a proven track record of success, preferably some of which has been in an unstructured, transitional environment, where it has been necessary to provide substantive impact, and to affect change, in order to develop high quality results. The candidate will have a strong ability to think independently, and a history of accomplishment, including the development and implementation of quality systems and processes relating to financial planning and analysis, and related financial controls. Additional qualifications:

- Experience leading an FP&A Function in a sophisticated large company environment.
- Background in refining and implementing financial systems and processes, preferably some of which has been in a transitional environment and/or consumer products organization; transformation experience is a plus.
- Analytical experience across all major functional areas with accent on Sales, Supply Chain (for Cost Control) and Product Management/Development.
- Proven efficiency in identifying performance drivers and setting quotas.
- “Roll-up-the-sleeves” mentality and the innate ability to create order and structure out of ambiguity.
- Excellent oral and written communication, presentation and analytical skills.
- Experience in a leadership role, preferably in a company that is complex and requires significant people and project management skills.
- Strong interpersonal skills; must be both a strong team player and an individual contributor.
- An international background is a plus.
- Must be capable of dealing with Executive Management, C-level Management administrative staff and other professionals.
- Strong ability to influence and work through others who are not direct reports.
- Well-developed ability to see the big picture, someone who can think strategically yet still be able and willing to get into the details.





Personal Characteristics

- Flexible interpersonal style (must be able to work with many different personality types)
- Must have a passion for the work they do and helping their Company and team win.
- An ability to use diplomacy and influence others in a positive way.
- Creative thought processes (an “out of the box” type thinker).
- Willingness to do whatever is necessary to get the job done.
- Must be team-oriented, mature and able to resolve conflict.
- High level of self-confidence and entrepreneurial style yet willing to check ego at the door—must have a “down to earth” style.
- A results-focused and action-oriented attitude.
- An analytical mind with a problem solving style.

To learn more about this opportunity or provide a confidential referral, please contact:

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