

POSITION SPECIFICATION

Director of Financial Planning & Analysis (FP&A)

The Company

Our client is an industry leading manufacturer in the trailer industry with over 200 million in revenues, 1,000 employees and 8 manufacturing facilities strategically located across the United States. They focus on the consumer grade segment of the industry, with offerings focused on utility trailers and cargo trailers.

The Position

Location

Southeast United States

Reporting Relationship

The Director of FP&A will report directly to the Vice President of FP&A and support the President of the Company. The Director of FP&A will collaborate and closely work with the President, Vice President of Manufacturing, Operations, and Sales in preparing and designing reports to support the business.

This position will have high visibility to the leadership teams on a regular basis. In addition, the Director of FP&A will be leading an effort to implement additional reporting and analytics in an effort to drive significant growth.

Position Summary

The Director of FP&A position is a key leader in the organization where he/she is committed to build a best-in-class finance organization. He/she will be people focused, creating an environment of high standards where employees feel valued and can grow professionally. He/she will be a thought leader that will strengthen and manage the FP&A function by instilling best practices financial analysis while improving process.

This strategic leader will enhance the way the organization views and disseminates information that critically impacts business decisions across the organization. This role will be data intensive and the successful candidate must be self-sufficient. He or she needs to understand how to spot trends in the numbers and translate those into opportunities for improvement in the financial and operational performance. This includes translating strategic ideas into working plans, evolving the financial planning framework from the past and addressing complexities that exist within the function today.

The successful candidate will have many high impact opportunities to demonstrate his or her capabilities which will provide multiple avenues for continued career growth.

Specific Responsibilities

- Establish credibility throughout the organization serving as a business partner and finance lead, standardizing and developing strategic financial solutions and recommendations around business opportunities and challenges.
- Develop and enhance strategic financial planning processes linking to the companies short and long term operational and financial strategies.
- Strong analytical and strategic mindset to analyze and interpret financial data, drawing conclusions while providing financial modeling and insightful reporting to business units.
- Perform P&L analysis and set high standards for the budget and forecasting process, ensuring it is completed and accurate monthly, quarterly and annually. This includes variance analysis, profitability analysis, volume/price/parts analysis, operational analysis, cost structure analysis, plant performance analysis, trends, intercompany and consolidated reporting.
- Deep understanding of manufacturing cost drivers and how to analyze fixed and variable costs across various locations. Working capital knowledge is a must, as well as performing in-depth working capital analysis to maximize cash performance and optimizing financing costs.
- Advanced analytical and data mining skills utilizing ERP systems, BI tools, Excel, PowerPoint skills. Advocate for future ERP implementation.

The Candidate

Education

Required to possess a Bachelor's degree preferably in Finance, Business, and/or Management related discipline. A Master's degree in Finance, Accounting or Business discipline is a plus.

Professional Qualifications

- Able to excel in a high energy and transformational environment with a “roll-up-the sleeves” attitude. Able to work independently and prioritize responsibilities.
- 8+ years of successful track record as financial leader or second-in-command in a department with strong operational experience.
- Working knowledge of manufacturing businesses with multiple plant locations and the cost and revenue drivers associated with the operation.
- Significant and recent FP&A experience and working knowledge of GAAP, plus working with multiple locations and business partners.
- Successful track record of strategic and operational thinking in accessing and analyzing data that translates to financial and operational opportunities for the leadership team.
- Proven ability to make sound decisions using the best available data along with strong modeling, forecasting and budgeting skills.
- Experience in sponsored-backed company or consulting background in a PE firm. Transaction team experience would be viewed positively.
- Advanced Microsoft Excel and PowerPoint skills, including developing and utilizing pivot tables. Technical knowledge of financial systems and business intelligence tools.
- Highest standards of accuracy and precision; highly organized and strong sense of urgency.

Personal Characteristics

- Strong problem solving and consulting skills; the ability to partner effectively with senior leaders to understand needs and deliver programs.
- Resourceful spearheading initiatives that are results-focused with action-oriented attitude.
- Strong interpersonal skills that is customer-focused, proactive and responsive. Must be mature and able to resolve conflict – an excellent listener.
- Highly intelligent and creative, and analytical thought processes (an “out of the box” type thinker).
- Ability to work independently building relationships contributing to an atmosphere in which people work together, effectively and have a willingness to do whatever is necessary to get the job done.
- Self-starter who is comfortable with relatively upstart systems and processes.

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

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