



Job Title (Vidrala Group)	Commercial and Finance Manager - Beverages
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Organisational Unit	Encirc
Business Unit	Finance Beverages
Reporting to (Hierarchical)	Finance Controller
Reporting to (Functional)	Finance Controller

Main Purpose of Role

The role reports primarily into the Financial Controller with a secondary dotted line reporting into the Head of Commercial / Commercial Manager, and will also be part of the Senior Finance Team.

The role will be responsible for the monthly financial reporting of the combined Beverages business unit (Elton & Bristol) and be a key driver in the development and delivery of the commercial strategy for the Beverages Business Unit to be created in conjunction with the Head of Commercial and other key stakeholders.

Key Accountabilities

- Lead a team of 6 finance professionals across management accountants, business analysts, and Co-Pack finance analysts across 2 Beverages Manufacturing facilities, delivering the company's objectives
- Standardise reporting and comparability of management reporting and analysis of KPI's and cost to serve across both sites, with appropriate levels of segmental reporting across the business revenue streams
- Lead the creation and development of a new commercial finance business strategy in alignment with the business plan, with subsequent ownership of ensuring its delivery.
- Site and Customer profitability reporting, analysis and forecasting, ensuring full accountability of all costs and visibility, to drive business improvements.
- Financial evaluation and monitoring of new and existing customer contracts to include alternative packaging formats. Provide strategic input and support the commercial clauses in commercial contract and renewals of same
- Deliver periodical Commercial Performance presentations and Executive level reporting to commercial stakeholders, senior management and corporate representatives
- Full alignment of all commercial quotations across both sites. Leading regular customer pricing reviews to ensure pricing is delivered in line with contractual agreements and achieves cost pass through methodology.
- Accountable for Beverages profitability maximisation, owning Commercial Finance budgeting and forecasting processes to maintain target revenue aligned to business plans to include optimisation of the business' filling footprint
- Maintain an effective and efficient internal control structure ensuring all relevant costs are passed through correctly through invoicing, or develop mechanisms to capture same.
- Market data analysis reporting, and highlighting of trends which may impact future performance or influence strategic business decisions
- Drive appropriate challenge and reporting on working capital performance across stock holding and aged debt

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".



- Support the resolution of pricing & invoice queries with relevant stakeholders

Knowledge, Skills and Experience

Business Knowledge

- Degree/Masters' level, preferably in a related field; e.g., Business, Finance, Economics and professionally qualified (CIMA, ACA, ACCA or equivalent).
- Knowledge and experience at a senior finance level and accounting management experience including customer/contract accounting and cost accounting in a manufacturing company.
- Strong commercial acumen and business knowledge.
- Demonstrated track record of progressive financial work experience including financial reporting and modelling, Exec level reporting, trend analysis, budgeting, forecasting and setting strategic financial direction.

Essential Functional / Technical Skills

- Proven ability to manage a team of varying levels of skills and ability to work in project teams
- Excellent analytical knowledge of cost accounting and budgetary management, with ability to identify trends and challenges.
- Ability to successfully resolve complex business issues, collaborating and utilising internal networks and relationships to reach solutions.
- Flexibility and ability to adapt to an ever changing market and to make recommendations around operational and commercial decisions
- Experience of establishing and fostering a culture of teamwork, continuous professional development, inclusion and high performance.
- IT knowledge and experience primarily in Excel and Power BI, but also desirable in SAP, JDE and AS400.

Personal Attributes / Competencies

- Alignment with our company values:
 - Commitment to Customers
 - People Commitment & Development
 - Sustainability
 - Collaboration
 - High Performance
 - Innovation & Continuous Improvement
- Alignment with our company purpose:
 - Great People
 - Great Place
 - Great Future

Impact

Individual Contribution / KPIs

-

Key Contacts







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Decision Making

(Outline the most important recommendations expected to be made for others to decide on)

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Value	Leads Leaders
Commitment to Customers 	<ul style="list-style-type: none"> ➤ I demonstrate knowledge of our internal strategy, the wider industry, products and customer needs. ➤ I am responsive to changing customer needs. I maintain a broad, future-focused perspective. ➤ I continuously assess how our service compares to customer expectations and industry best practice. We listen, we learn.
People Commitment and Development 	<ul style="list-style-type: none"> ➤ I am a role model for cultural engagement and I ensure our people remain at the heart of everything we do. ➤ I drive the agenda for talent management, succession planning and performance management. ➤ At an organisational level, I role model how the values drive our decisions.
Sustainability 	<ul style="list-style-type: none"> ➤ I drive our health, safety and wellbeing culture ➤ I ensure we are ahead of industry developments and trends. I am a true pioneer of the Encirc strategy. ➤ I hold myself, others and the organisation accountable for promises made.
High performance 	<ul style="list-style-type: none"> ➤ I am a role model for visible and engaging leadership ➤ When making key business decisions, I consider wellbeing and safety and first. ➤ I ensure people engagement is top of the agenda
Collaboration 	<ul style="list-style-type: none"> ➤ I value my internal and external relationships, I make connections across the business and industry. ➤ I am an advocate for diversity of thinking I actively challenge 'silo' attitudes and remove barriers to collaboration. ➤ I call out the best in others.
Innovation and continuous improvement 	<ul style="list-style-type: none"> ➤ I ensure people feel engaged and able to play their part in the the company strategy and mission ➤ I create a culture of innovation, creativity and continuous learning, we are calculated but bold. ➤ I act as an ambassador for change, translating change into meaningful and logical steps.

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