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| ROLE PROFILE | | | |
| Job title | Commercial Accountant | Date | Jan 2025 |
| Business | FTG | | |
| Department | Finance | | |
| Location | Flexible (base Melton Foods but travel to Ashton Green also required. Part WFH flexibility offered) | | |
| ROLE SUMMARY | | | |
| This role reports directly into the Head of Commercial Finance. The core aim will be to deliver a consistent and high quality financial support service to the Commercial team, working alongside the Customer Heads, to ensure the FTG category meets its strategic Commercial objectives in existing or new customer/channels. | | | |
| REPORTING STRUCTURE | | | |
| Reports to | Head of Commercial Finance | | |
| Direct & indirect reports | None | | |
| Key internal stakeholders | Category Leadership Team, Commercial Leadership Team, FTG Commercial HO and Directors, FTG Site Directors and SLT’s, Group functions including Finance, People, IT and Procurement. | | |
| Key external stakeholders |  | | |
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| The principal aspects of the role are to:  Provide accurate and timely support to the Head of Commercial Finance in delivering key FTG Commercial projects and priorities.  Partnering the Head of Commercial (predominantly responsible for customers based in Melton Foods) to provide consistency in reporting and value adding insights to support robust decision making.  Take ownership for the commercial drivers of gross margin to ensure customer profitability is understood and communicated effectively. Drive “best in class” consistent processes and reporting across FTG. Provide insight and appropriate challenge to drive long-term profit preservation/improvement plans. By:   * **Governance of the commercial forecast** * Provide clear commentary to ensure Customer Heads understand volume and sales performance (e.g. volume changes, pricing and mix impact) * Risk and opportunity tracking to support their relevant Customer Head. * Support the CYE forecasting process forwards to understand gross margin impact by customer, assisting the commercial team to understand how changes to the forecast will impact customer and overall FTG gross margin, contribution, and NOP. * **Governance of the customer profitability** * Provide action-driven commentary to support the commercial team understand GM% performance of their customers on a monthly basis * Understand customer profitability down to NOP and ensure that stakeholders understand the drivers of both gross margin and costs below gross margin. Ensure that customer level plans are in place to drive not only optimal gross margin, but also NOP delivery by considering distribution costs and costs below gross margin (CBGM). * Challenge and oversee the costings process to ensure appropriate review and sign off for new costings. Champion a consistent approach across FTG. * Track and report inflation costs and recovery position. Support commercial managers through inflation recovery negotiations, with understanding of total recovery required and GM% position.   **Support customer strategy**   * Oversee E2E process for all customers to ensure financial plans are accurate and tracked through to the P&L. * Support their Commercial Heads by being the financial lead / “critical friend” with existing and new customer contract renewals, including ensuring accurate costing and a robust, sustainable P&L. * **Financial Governance** * Ensure the governance and adherence to our Customer Terms in the category P&L (ORD terms, BDF funds etc) by effective communication and review with Finance Managers and Commercial stakeholders. | | | |
| QUALIFICATIONS, EXPERIENCE, TECHNICAL SKILLS / KNOWLEDGE | | | |
| The ideal candidate will:   * Be a qualified accountant, or in the process of qualifying, preferably ACCA or CIMA; * Have a career to date delivering demonstrable value adding analysis, insight and process improvement preferable in the commercial arena. * Demonstrate the ability to influence others and to be true business partnering * Have a background in food manufacturing and/or FMCG business; | | | |
| CORE COMPETENCIES, ATTRIBUTES & BEHAVIOURS FOR SUCCESS | | | |
| **Competency** | **Descriptors** | | |
| Values People | *Demonstrates the belief that people are our most important asset and central to the success of the Organisation. Creates a culture where everybody body is treated with dignity and respect at all times and diversity of thought is encouraged.* | | |
| Customer Focus | *Has a good idea of who our key customers are and what they expect from us and works collaboratively to get work done and meet shared objectives.* | | |
| Collaborative Team working | *Demonstrates the ability to influence, persuade and collaborate across the Samworth Brothers Business and Group Functions to sustainable profitable growth for the Group* | | |
| Flexibility & adaptability | *Demonstrates the ability to create an agile organisation that can respond quickly and efficiently to the changing environment* | | |
| People Management | *Demonstrates good emotional intelligence with the ability to build, develop and lead a great team and to understand people and their motivations, build good relationships with them and help them unlock their potential* | | |
| Commercial Awareness | *Demonstrates an understanding of the Commercial impact decisions and actions have on the Organisation in line with People, Quality, Profit and Federalism.* | | |
| Engaging others through change | *Outstanding communicator with the ability to communicate a compelling vision throughout the organisation, generating genuine motivation and commitment to deliver the change.* | | |
| Focusing on the future | *Demonstrates enthusiasm about our future by identifying strategic issues, opportunities to drive sustainable, profitable growth, and managing risk.* | | |
| Developing Partnerships | *The ability to establish formal and informal relationships inside and outside the organisation, and to anticipate and balance the needs of all stakeholders whose cooperation is needed for the long-term success of the business.* | | |
| Decision making & Judgement | *Demonstrates the ability to deal with complexity and make timely and informed decisions that take into account the facts, goals, constraints and risks that keep the Organisation moving forward in line with People, Quality Profit and Federalism.* | | |