

Senior Analyst, Finance Partnering Commercial

Role Description:

This role is part of a small team of Senior Commercial Analysts which provide deep dive analysis in the Finance Business Partnering team

The key requirement is to be focused on the interrogation and challenge of commercial data, with the objective of discovering and leveraging useful information that can be used to support decisions. This includes but is not limited to :

- Deeper dive analysis to provide insight, driven by stakeholder questions or hypothesis
- Investment appraisal (& measurement of benefits for key investments)
- Strategic modelling / scenario analysis
- Provide finance support to priority SLT led projects

RUI:	770	Grade:	CUKo8	Criminal Record check required:	Not Applicable
Directorate:	Finance & Legal	Reports to:	Senior Manager, Finance Partnering, P&O, Cunard, Maritime or Shared Services		
Function:	Finance	Team:	Finance Partnering		
Direct reports:	Job Titles & Level None				

Accountabilities

- Analyse profitability to suggest strategies for improving business performance
- Review key initiatives to ensure the funds invested are achieving optimal results
- Perform analysis and prepare financial models to support strategic planning and deployment activities
- Create financial assessments of new investment opportunities and assist management in investment decisions
- Work closely with the commercial managers and other team members in providing data-backed recommendations to support effective decision making
- Coordinate with the wider finance team to streamline and channel efforts to improve financial performance of the organisation

Proven Behaviours:

Speaks up - Speaks out about concerns, shares ideas and encourages team to do the same

Respects & protects - Builds relationships and inclusive teams. Safeguards the wellbeing and safety of others. Looks for more efficient and sustainable solutions that protect the environment

Improves - Promotes collaboration and compliance, drives for continuous improvement

Communicates - Talks openly about values and priorities and acts a role model for others

Listens & Learns - Is curious and learns from others opinions and feedback

Empowers - Coaches others and creates an environment where people do their best work

Health, Environment, Safety, Security (HESS) Responsibilities:

- Lead by example by 'respecting and protecting' the health and safety of yourself and others
- Ensure your team and colleagues speak up report all accidents, 'near miss' incidents and work related ill health conditions
- Help your team follow HESS rules and procedures by promoting the HESS Golden Rules
- Attend HESS training & conduct risk assessments where required
- Demonstrate HESS leadership in accordance with our Heroes of Safe & Well programme

General Responsibilities

- Adheres to Corporate Policies and Procedures, including Code of Conduct, Audit Procedures and any control related responsibility for financial data entered, stored, or reported via business systems within employee's control (list not exhaustive).
- Undertakes ad hoc duties as required.

Scope:

Problem solving:

- Uses a variety of data and methods to identify analyse and understand the causes of problems and drivers of performance. Presents findings & makes recommendations in a clear & concise way.
- Uses understanding of best practice processes and controls to generate a number of alternative solutions and links the solutions to business needs.
- Process Development – takes the existing process and makes it better, meaning increased efficiency, control or visibility.
- Works with business partners and evaluates business benefits and knock-on effects of proposed changes.
- Drives performance by finding opportunities and managing risks
- Liaises with and considers corporate policies, CUK policies and accounting rules in problem solving.

Impact:

- Resilient and robust relationships with key internal and external business partners with a direct connection to areas of responsibility for performance insight that's easy to interpret and action
- Setting, driving and reporting of performance, initiatives and KPI's for the department
- Management and guidance to the business partners for key internal control disciplines, including sox controls, accounting policies and reporting policies (eg FX/Standards) during performance changing situations.
- Drive change - efficiency improvements, processes and system improvements in order to deliver greater efficiencies and implement change
- Deliver clear, accurate and timely reporting for this area of the business to enable insight and decision making.
- Management and drive to build a effective, efficient and motivated team
- Responsive in a timely manner to adhoc requirements from senior management

Leadership:

- Takes a leadership position on matters associated with initiatives, projects and capital planning and investment decisions.
- Leads by example – able to make difficult decisions in a timely manner.
- Brings a proactive, broader commercial acumen to situations and retains integrity for Financial management of the business
- Knows and applies mechanisms to improve personal development (e.g. rotations, secondments).
- Develops others by sharing own knowledge and skills effectively, and motivates them to develop themselves
- Setting goals and objectives for the department and tracking progression
- Leading a strong customer service culture
- To keep senior management informed of departmental matters and to escalate issues as appropriate
- Drive engagement and involvement in team / wider team initiatives
- Champion Corporate policies and procedures, including code of conduct, process controls, data protection and other applicable controls & legislation

Knowledge, Experience and Qualifications required:

Qualifications – essential:

n/a

Knowledge/ Experience – essential:

- Proactive, problem solver with the ability to add value
- Commercial awareness / business knowledge
- Financial, economic and statistical analysis and/or modelling experience
- Ability to co-ordinate inputs from multiple functions efficiently

Qualifications – desirable:

- A relevant accounting qualification (ACA, ACCA, CIMA or equivalent)

Knowledge/ Experience – desirable:

- • Financial, economic and statistical analysis and/or modelling experience
- • Experience of performance presentation and stakeholder management
- • Experience of Oracle EPR/EPM products & Tableau

<ul style="list-style-type: none"> • Ability to effectively communicate, co-ordinate and collaborate • Ability to work unsupervised and deliver high quality work to tight deadlines • Relevant IT Competency 		<ul style="list-style-type: none"> - • Large company background 		
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