**Role Description & Person Profile**

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| **Job Title** | Head of Financial Reporting and Control |
| **Business** | AB Vista |
| **Location** | Flexible |
| **Role Level** | 13 |
| **Team Structure**  Reports to and direct reports | Reporting to the Finance Director – AB Vista. Responsible for 5 direct and 12 indirect |
| **Budget Responsibility** | Yes |

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| **Role Overview**  Impact Statement | The Head of Financial Reporting and Control is responsible for leading the integrity, accuracy, and compliance of financial reporting across the organization. This role oversees global accounting operations, internal controls, external audit coordination, and regulatory compliance. As a trusted leader within the finance function, the role ensures timely and transparent reporting that supports decision-making, group confidence, and regulatory obligations across all jurisdictions. |
| **Key Responsibilities** | **Financial Reporting:** Lead the preparation and delivery of accurate, timely, and compliant consolidated financial reporting and statements in accordance with international and local accounting standards (e.g., IFRS, US GAAP).  **Global Accounting Policy & Governance:** Establish and maintain global accounting policies and ensure consistency of financial practices across all business units and geographies.  **Internal Controls & Compliance:** Oversee the design, implementation, and maintenance of a robust internal control framework, ensuring financial risk is managed effectively.  **Audit Management:** Serve as the primary liaison with external auditors and manage the annual audit and quarterly reviews across all entities globally.  **Regulatory and Statutory Compliance:** Ensure compliance with financial regulations and statutory requirements in all operating regions. Manage local GAAP reporting where necessary.  **Process Improvement & Systems:** Drive standardization, automation, and continuous improvement in reporting and control processes. Leverage technology and systems (e.g., ERP, consolidation tools) to enhance reporting accuracy and efficiency.  **Team Leadership:** Lead and develop a global team of accounting and financial reporting professionals. Foster a culture of high performance, integrity, and accountability.  **Cross-Functional Collaboration:** Work closely with FP&A, tax, treasury, legal, and operations teams to ensure end-to-end financial accuracy and alignment. |
| **Key Stakeholders** | **Financial Director**   * Direct line manager; expects accurate, timely, and compliant financial reporting to support strategy and investor confidence.   **Divisional Finance**   * Monthly reporting and control insights for group reporting and control.   **FP&A Team**   * Collaborates on forecasting and variance analysis; relies on actuals from financial reporting for budget tracking.   **Tax & Treasury Functions**   * Needs accurate and timely data to comply with tax regulations and manage cash flows, funding, and currency exposure.   **Internal Audit / Risk & Compliance**   * Partners to ensure internal controls are effective and financial processes are auditable and compliant.   **Regional Finance Managers / Controllers**   * Key players in implementing global policies locally and ensuring local statutory compliance.   **IT / ERP Teams**   * Supports system controls, automation, and data integrity for financial reporting processes.   **External Auditors**   * Require complete, well-documented, and accurate financial data for annual audits and quarterly reviews. |
| **Other Factors**  Travel, shift pattern, working hours, Licence type etc. | * Some international travel required. * Valid driving licence required. |

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| **Required experience, qualifications, and necessary knowledge** | |
| **Essential** | **Desirable** |
| * Deep technical knowledge of IFRS along with exposure to multi-GAAP environments. * Experience managing audits and financial close processes across multiple international entities. * Strong knowledge of internal control frameworks (e.g., COSO, SOX) and regulatory environments. * Demonstrated leadership of geographically dispersed teams and large-scale process improvements. * Proven ability to influence non-finance stakeholders and drive performance improvement. * Proficiency with financial systems (e.g., SAP, Oracle, Power BI, Anaplan). * Excellent communication and presentation skills. * Fluent in English | * Proven success of understanding and analysing complex global Financial entities in the B2B space with Animal Nutrition Industry an additional benefit. * Thorough knowledge of the animal nutrition feed market as well as market changes and forces that will influence the business in the region. |

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| **Key Behaviours** | * Personal alignment to ABF ways of working. * Strategic approach with pragmatism to deliver. * Solution focussed. * Strong leadership skills, ability to use logic and evidence to make key decisions. * Strong influencer, inspiring others * Resilient * Confident with ambiguity * Shows an active interest in own continuous development. * Curious and questioning |
| **AB Agri High Performance Framework** | Our high-performance framework is a set of guiding behaviours which have been created with people from across our businesses to enable great performance across the organisation. The focus is on what you can do to demonstrate high performance in your role, as well as the behavioural inputs to assist you getting there.   * Pioneering – Curious, spirited and bold. We lead the right way. * Excellence – We seek excellence in all that we do. * Growth – We create ways for our people and customers to thrive. That’s how we keep making a difference. |
| **AB Agri Leadership Framework** | Our Leadership framework is a set of principles outlining what leaders must know and must do. It clearly defines the requirements for leadership. As we have big ambitions for our future, we need to ensure all leaders are pulling in the same direction to help us achieve our business goals.   * Creates direction and purpose. * Drives and delivers commercial excellence. * Engages people. * Develops self. |