**Job Description**

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| **Role** |
| **Job Title:** | Finance Director |
| **Division:**  | AB Neo |
| **Department:** | Finance  |
| **Location:** | Home based with significant European and some international travel. Needs to be in Europe |
| **Role Type:**Permanent, FTC etc | Permanent |
| **Team Structure:**Reports to, Direct & Indirect Reports | Reporting to the MD of AB Neo, with a functional reporting line into the Chief Finance Officer, AB Agri. Responsible for the management of the AB Neo Finance Team. |

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| **Description** |
| **Impact Statement:**The contribution of the role to achieving the overall business objective. Span of impact. Main purpose, focus of the role. | This role will partner with the AB Neo MD & SLT to deliver the business ambition and strategy with exceptional and sustainable EBIT performance. This is a highly commercial role with significant influence over business direction and decisions.The role will be responsible for leading our financial decision-making, and will provide strategic financial input to our senior leadership team, whilst overseeing the overall financial control and accounting process. Deep technical expertise combined with a holistic business view that focusses on delivering long term value will be key to success.  |
| **Feed Safety** | Understand the impact of processes and actions on Feed Safety.Carry out tasks and procedures as trained. |
| Key Responsibilities:The key objectives and accountabilities of the role. (5 to 10 areas) | **Leadership*** Role models Challenger & Entrepreneurial Thinking and Behaviours, AB Agri values and acts in ways that are highly visible, inspirational, and credible at all levels.
* Strong governance role model
* Accountable for all financial governance in AB Neo including the overall financial control and accounting process.
* Direct line management and responsibility for overall team structure in the region of 6-10 heads

**Strategy & Business Development*** Financial Leader in strategically transforming the business model; developing strategic growth through Geographic Expansion, Strategic Pricing, Product Strategy & Innovation, Strategic & Operational Capital & Investment Programmes and M&A.
* Leads the financial evaluation of all potential mergers and acquisitions, providing guidance to the senior management team on all commercial and financial implications. Manages any due diligence, contract completion or post acquisition integration work as may be necessary.
* Financial Leader and Challenger to transform the execution of the business model and EBIT(DA) Margin; facilitating pricing optimisation, customer and product profitability, optimising manufacturing, distribution service costs, direct and indirect purchasing spend
* Provides strategic input into the SLT and is proactively and positively involved in all important decisions affecting AB Neo.
* Works closely with the SLT in defining business objectives, plans and measurement systems to ensure robust execution.
* Contributes to the achievement of the company's business objectives by providing expert advice and guidance on all financial strategy.

**Organisational Leadership & Management*** Seen as a role model with positive feedback from peers. Is a key contributor and shaper of a high performing AB Neo SLT.
* Responsible for coaching and development of the Finance team to create a high performance, high engagement function.

**Setting & Delivery of Performance*** Ensures that the Finance function meets business needs, and financial controls are efficient and robust to enable the pace of growth and change. Key roles are fulfilled by market leading professionals and replacement plans are in place to sustain long term growth.
* Develops, inspires and motivates a high performing Finance team, providing customer-focused guidance and support.
* Challenges the status quo and debates strategic issues and opportunities to support ambitious growth.
* Integrates Finance across AB Neo and provides real value through the provision of quality, timely and accurate information, highlighting issues and trends, providing insight to the SLT and leadership teams.
* All financial targets are met in addition to financial and statutory regulations complied with.
* Lead the business planning and quarterly forecasting and review processes for AB Neo.

**Strategic Relationship Management*** Builds strong partnerships and relationships which drive an inclusive and collaborative working culture.
* Cultivates a strong diverse network internally/externally to AB Agri/ABF.

**Organisational Governance & Development*** Develops and implements robust financial procedures to improve and maintain the financial health of AB Neo
* Retains constant awareness of the company’s financial position and acts to prevent problems.
* Proactively champions and leads change. Combines strong analytical skills and intuition, seeking innovative new approaches, processes and systems that add value to the organisation.
* Drives the financial planning of the business by analysing its performance and risks. Ensures that the company's financial commitments and legal obligations are met.
* Responsible for annual budgets and providing strategic and financial guidance to ensure that the company's financial commitments and legal obligations are met.
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| **KPI’s**  | Business KPIs over which this role has an influence include EBIT, ROCE, AWC % t/o, debtor and creditor days.Other critical success factors include timeliness of reporting, forecast accuracy and financial controls effectiveness as measured by internal and external audit points. |
| **Key Stakeholders**What are the challenges of the relationships, communication strategies required etc | * AB Neo Managing Director
* AB Neo Senior Leadership Team
* AB Agri CFO
* AB Agri Business Performance Director
* AB Agri M&A Director
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| ScopeDepth, Breadth of knowledge application, ability to innovate, complexity of tasks, budgetary responsibility |  |

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| Person Specification |  | Essential / Desirable |
| **Key Knowledge:**formal qualifications genuinely necessary or any key areas of knowledge. | * CIMA/ACCA qualified accountant with experience in a Senior Leadership role
* Proven success of leading Strategic and Operationally financial transformation programmes to enhance sustainable EBIT(DA) Margin.
* Experienced Senior leader.
* Proven success of managing complex European Financial entities in the B2B space with Animal Nutrition Industry an additional benefit.
* Proven success of transforming manufacturing effectiveness through financial insight.
* Proven success of partnering with Commercial leaders to improve strategic profitability of complex product portfolios in the market.
* Proven success in developing and executing business improvement through insight tools such as Power BI.
* Previous experience in developing and motivating talent.
* Ability to engage at all levels with interest, empathy, understanding and credibility.
* Cultural sensitivity and adaptability with a proven ability to operate across many different cultures and in different countries.
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| **Key Behaviours:**Consider which of our values and behaviours are particularly relevant and also any role specific behaviours | * Challenger and Entrepreneurial mindset to seek out opportunities to enhance and pull both operational and strategic financial levers to support the delivery of EBIT while strategically growing the business.
* Ability to use logic and evidence to make key decisions.
* Confident with ambiguity but seeks to eliminate it
* Shows an active interest in own continuous development.
* Curious and questioning
* Seen as an influential role model with positive feedback from peers within the group.
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| Other factors:Travel, Shift Working, HGV Licence etc | * Hybrid & flexible working model which will require at least one week per month at an AB Neo site, with some home or office-based time to ensure a high level of customer service.
* Regular European and some international travel required.
* Valid driving licence required
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| Date Agreed:  |  |
| Authorised by: |  |