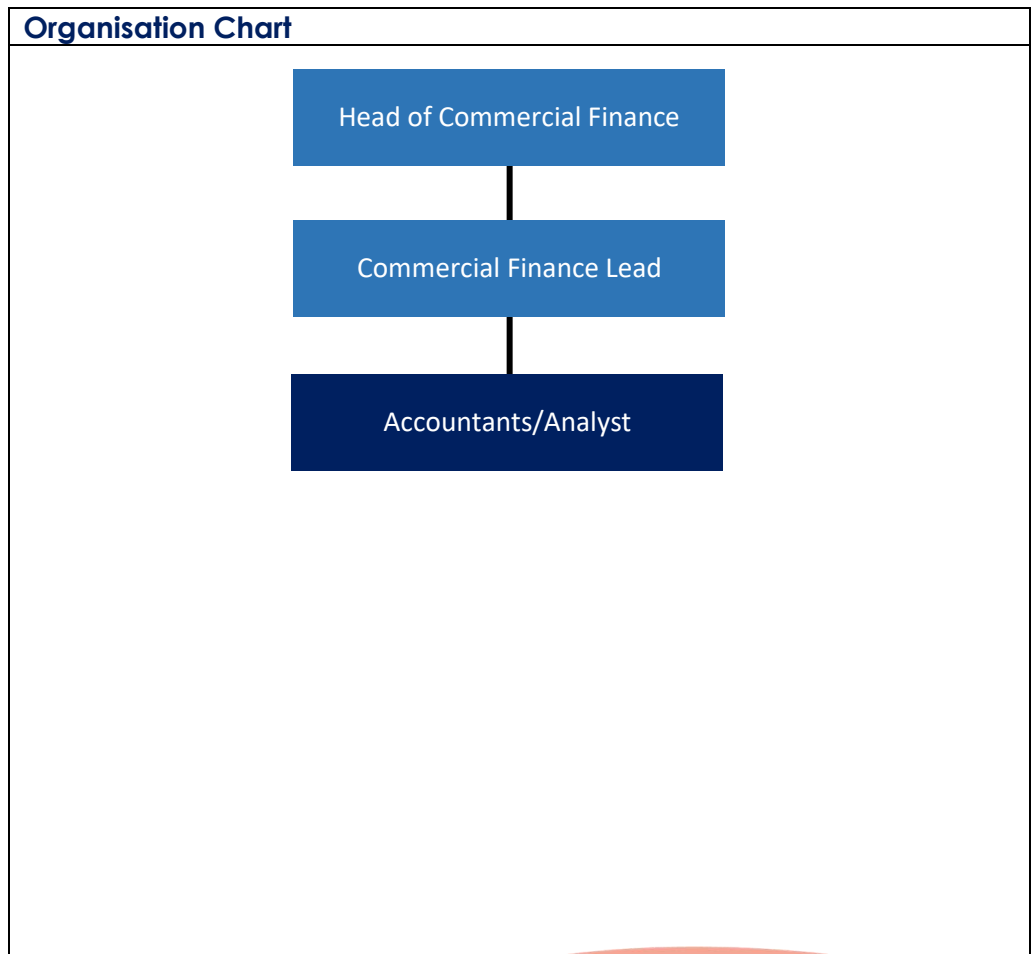


Role Description

Job Title	Commercial Analyst
Line Manager	Head of Commercial Finance/Finance Lead
Department	Finance
Evaluated Job Grade: Weekly Monthly Manager Director Executive	X
No of direct reports	0
Location	Staines/Craigavon/Warwick
Purpose To support the Finance Lead and accountants in: Providing a comprehensive, proactive, and responsive financial service to the UK & Ireland Commercial Team(s). The role must drive focus on revenue growth and margin improvement initiatives with the Commercial Team, by identifying opportunities, challenging the status quo and through insightful analysis of both market and business information. To implement strong decision-support processes, facilitate projects and build strong relationships with all key stakeholders. Maintaining Customer Cost and Value Models. Analysis of promotional spend and performance and administrative tasks.	



Key Responsibilities\Measures of Success

Sincerity

Humility

Discipline

Simplicity

Determination

Avallability

Ownership

“Delivering business success through our people”

- To take a role in maintaining robust externally facing Customer Cost Models to help support commercial opportunities, as well as minimise cost inflation pricing risks, predominately on commodity pass through model, utilities inflation, and enhancing carcass balance.
- Ensure a strong understanding of market values and principles, understanding the cost drivers of inter-company meat supply to promote opportunities that maximise profit.
- Provide key analysis in the forecasting and budgeting processes.
- Provide an independent review service to support the Commercial teams and ensure robust processes, a culture of rigorous financial control and promoting commercial awareness.
- Review commercial plans with a forensic approach and promote clarity and understanding. Collaboratively interpret the requirements of internal customers and implement solutions and assisting in the definition of standard sales reporting.
- Enable the Commercial teams to excel as they drive revenue growth and margin improvement, including opportunities made available from customer tenders.
- Identify opportunities for margin enhancement through insightful analysis and promote understanding of volumes, revenues, product cost and overhead drivers.
- Assist the sales forecasting and budgeting processes, develop routines that encourage commercial participation to ensure a representative budget with appropriate narrative, sensitivity analysis and strategic opportunities.
- Review internal Customer Trading Agreements, over-riders and promotional costs. Evaluate promotional plans and monitor actual performance, to recommend future activities.
- Actively lead reviews of low margin and loss-making products.
- Assist with the review of Commercial overheads and ensure the budgeted target is met by identifying opportunities to save with the Commercial teams.
- Uphold, safeguard and promote Pilgrims values. Maintain and promote the highest ethical standards and integrity within the Commercial, Category and Finance teams.
- Keep abreast of developing situations and techniques in respect of customers, competitors, suppliers and finance disciplines and accounting standards.
- Carry out such ad hoc activities that management may require from time to time.
- Commercial margin analysis (Volume/Price/Mix analysis)
- Sox approvals and pricing approvals.

Sincerity

Humility

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Availability

Ownership

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through our people”*

Key Deliverables

- Development and maintenance of Customer Cost and Value models
- Financial lead of tender processes
- Enhancing forecast and budget accuracy
- Deadlines achieved for Commercial Finance responsibilities with a comprehensive and responsive service that meets expectations of our internal and external customers.
- Accurate analysis, robust challenges, and delivery of financial objectives, with improved management reporting
- Commercial plans that generate revenue and margin growth
- Strong relationships and good rapport with the Senior Commercial team and other key stakeholders
- Increased financial awareness in Commercial

Skills & Knowledge

- Independent thinking, be a leader with a clear independent thorough process.
- Ability to explain to finance and non-finance colleagues alike.
- Able to work as a part of a team.
- Able to find new solutions through analytical, interpretive and innovate thinking.
- Engaging communication: your communication style will engage both financial and non-financial minds.
- Problem solving; comfortable with ambiguity, you will collaborate to solve complex problems.
- Energy and curiosity; you will bring curiosity empathy and self-awareness.
- Excellent time managements and organisational skills

Qualifications [Accredited]	Essential / Desirable
<ul style="list-style-type: none"> • Part-Qualified (CIMA/ACCA) 	<ul style="list-style-type: none"> • FMCG experience • Strong interpersonal skills with ability to build and maintain relationships and communicate professionally to all levels and functions of an organisation. • Strong financial modelling skills, including use of pivot tables and manipulation of significant data sets, producing high quality reporting. • Excellent communicator, bringing numbers alive through simple tables and presentations with clarity and consistency.

Sincerity

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- Strong planning, motivated to deliver a responsive, proactive service, and meet challenging deadlines.
- Experience in providing insightful analysis to optimise decision making and take advantage of commercial opportunities, creating growth and margin enhancement.
- Trustworthy to work on confidential and sensitive matters with discretion
- Advanced excel skills
- Ability to travel across the group.

Behaviours

Our values are at the heart of our business and drive everything we do. Availability is key as we are receptive and open and prepared to take on new challenges. Humility is important to us as we listen and respect each other and value opinions of others. Discipline is vital to fulfil commitment internally and externally. We need to be truthful to each other and respectful of other opinions, so Sincerity drives us. At Pilgrim's we focus on what's practical and important so through Simplicity, Ownership and Determination brings success.

Document Control

File name	Commercial Finance Analyst PE	Revision	V1
Written By	Ben Grover	Date	22.04.24
Approved By		Date	

