

## POSITION DESCRIPTION

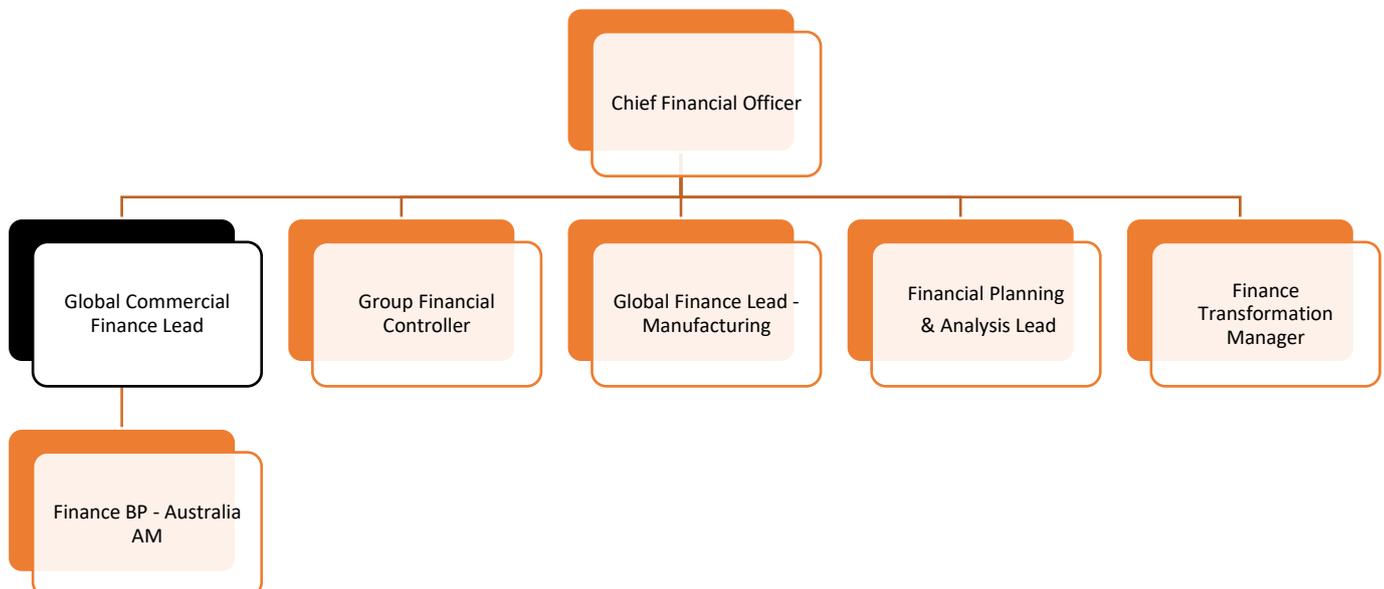
<b>Position Title: Global Commercial Finance Lead</b>	<b>Direct Manager: CFO</b>	
<b>Budget Responsibility: Nil</b>	<b>Direct Reports: 1</b>	<b>Indirect Reports: 0</b>

### WHAT YOU'RE HERE TO ACHIEVE

#### Key purpose:

Leveraging a deep understanding of global commercial strategies and market dynamics, this role is pivotal in driving financial performance and supporting strategic decision-making. Reporting to the CFO, it plays a critical role in providing financial expertise across M&A activities, strategic projects and financial support to our Centres of Excellence. The role actively engages in financial analysis, modelling, and due diligence, building strong partnerships across the organisation, while offering strategic insights that enable the execution of key initiatives aimed at sustainable, profitable growth. With a focus on financial leadership, this position ensures that commercial initiatives and strategic projects are underpinned by robust financial systems and processes, risk management, and performance metrics.

### WHERE YOU'LL FIT IN #TEAMGALLAGHER



### WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
ELT, Finance Leadership Team, Divisional COO's and GM's of Performance, Global Finance Teams, Legal Team, People and Brand Team and IS.	Consultants and Financial Advisors, Auditors, Software Providers.

## WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
<p><b>Commercial Analysis and Business Unit Support:</b>  <i>Provide financial analysis and commercial insights to support all business units, ensuring alignment with overarching business goals and driving financial stability, growth, and profitability across the organisation.</i></p>	<ul style="list-style-type: none"> <li>● <b>Analysis and Modelling</b> - Provide financial modelling and analysis to assist business units in making informed decisions, evaluating options, and understanding the financial implications of key initiatives.</li> <li>● <b>Investment and Business Case Development &amp; Review:</b> Assist in the creation and evaluation of business cases for investments and acquisitions, ensuring financial viability and alignment with the company's strategic goals.</li> <li>● <b>Commercial Negotiation Support:</b> Provide financial expertise to support negotiations and commercial agreements, ensuring favourable outcomes that benefit all business units.</li> <li>● <b>Strategic Recommendations:</b> Support the development of recommendations for business opportunities, programs, and initiatives, ensuring alignment with overall company strategy while advising on financial outcomes.</li> <li>● <b>Stakeholder Management:</b> Build strong relationships with senior leaders and business unit heads to ensure finance is embedded in strategic decision-making across the global commercial organisation.</li> <li>● <b>Collaborate with Divisional COOs and GMs:</b> Support divisional leaders in the preparation and upload of budget and forecast information, ensuring that data is accurately integrated into financial systems and aligned with business objectives.</li> <li>● <b>New Ventures and Acquisitions Process Design:</b> Support the design of financial processes for new ventures and acquisitions, ensuring smooth integration with existing systems and strategic alignment.</li> </ul>
<p><b>M&amp;A and Investment Support:</b>  <i>Provide critical financial insights to evaluate M&amp;A and investment opportunities, ensuring alignment with the company's strategic goals and financial plans. Lead financial analysis, due diligence, and risk</i></p>	<ul style="list-style-type: none"> <li>● <b>Develop financial models:</b> Provide comprehensive financial models to evaluate deal structures, pricing, and potential returns, ensuring informed decision-making.</li> <li>● <b>Provide actionable insights:</b> Deliver comprehensive financial analysis and recommendations to guide executive decision-making.</li> <li>● <b>Support financial due diligence:</b> Ensure thorough evaluation of financial risks and opportunities for M&amp;A and investment projects.</li> <li>● <b>Partner with Group Financial Controller:</b> Work closely with the Group FC on all M&amp;A activities to ensure accurate financial reporting, compliance, and alignment with accounting standards throughout the M&amp;A process.</li> </ul>

<p><i>assessment. Oversee post-acquisition and investment integration.</i></p>	<ul style="list-style-type: none"> <li>● <b>Oversee financial integration:</b> Facilitate smooth post-acquisition integration of systems, processes, and financial structures to maximise value.</li> <li>● <b>Collaborate across functions:</b> Work closely with cross-functional teams to assess the strategic fit and long-term impact of M&amp;A opportunities, ensuring alignment with overall business objectives.</li> <li>● <b>Mitigate risks:</b> Identify and address potential financial and operational risks throughout the M&amp;A and investment process.</li> </ul>
<p><b>Strategic Financial Planning, Forecasting, and Business Plan Development:</b> <i>Lead the strategic financial planning, budgeting and forecasting processes, and development of business plans for the Centres of Excellence (COEs). Ensure alignment with long-term business goals.</i></p>	<ul style="list-style-type: none"> <li>● <b>Strategic Financial Planning</b> - Drive the creation of financial plans that align COE goals with overall business unit strategies. Convert strategic priorities into clear financial targets, encompassing workforce planning and capital investments to support the effective achievement of business objectives.</li> <li>● <b>Evaluate and Refine Forecast Assumptions:-</b> Conduct thorough reviews of forecast assumptions, critically assessing their validity and alignment with corporate strategies. Adjust and refine forecasts as necessary to ensure accuracy and consistency with business objectives.</li> <li>● <b>Deep Business Insight and Communication:-</b> Gain a thorough understanding of key business drivers and operational factors. Effectively communicate their impact and potential implications to senior leadership and stakeholders, ensuring informed decision-making across the business.</li> <li>● <b>Scenario Analysis and Long-Term Forecasting:</b> - Lead scenario analysis to explore various business outcomes, enhancing the robustness of long-term forecasts. Provide recommendations based on these analyses to support proactive decision-making and strategic agility.</li> </ul>
<p><b>Executive and Business Performance Reporting</b> <i>Provide executive-level review of financial results for the COEs, offering strategic insights into performance variances, trends, and key financial drivers. Deliver high-quality reports that inform leadership decision-making, ensure alignment with business objectives, and highlight opportunities for improvement and optimisation.</i></p>	<ul style="list-style-type: none"> <li>● <b>Performance Variance Analysis:</b> Analyse performance variances for the COEs, identifying key drivers and providing actionable insights to leadership to support data-driven decision-making.</li> <li>● <b>Trend Identification and Reporting:</b> Track and report on financial trends, both short- and long-term, to ensure leadership is aware of emerging patterns that could impact business performance.</li> <li>● <b>Optimisation Opportunities:</b> Highlight areas for financial optimisation and process improvement, offering recommendations to enhance efficiency and profitability.</li> <li>● <b>Strategic Reporting:</b> Develop and deliver executive-level reports that summarise financial performance, variances, and strategic implications, aligning with corporate goals and driving leadership insights.</li> <li>● <b>Insight-Driven Recommendations and Process Enhancement:</b> Translate financial reports and analysis into clear, actionable insights, pinpointing key areas for further exploration or improvement. Utilise these findings to recommend business changes that drive continuous improvement and operational efficiency.</li> </ul>
<p><b>People and Leadership</b></p>	<ul style="list-style-type: none"> <li>● <b>Professional Development:</b> Develop the financial skills and competencies of the finance team by setting clear development goals, providing coaching,</li> </ul>

<p><i>Provide clear direction and mentorship to direct reports, fostering professional growth and high performance. Cultivate a collaborative and results-driven environment that supports the wider finance team and all business units.</i></p>	<p>and offering targeted training to ensure continuous growth and capability enhancement.</p> <ul style="list-style-type: none"> <li>• <b>Team Collaboration:</b> Foster a culture of collaboration, teamwork, and continuous improvement across the finance function, encouraging knowledge-sharing and collective problem-solving to drive efficiency and effectiveness.</li> <li>• <b>Performance Management:</b> Set clear performance expectations and regularly monitor progress, offering coaching and feedback to ensure the team meets key financial objectives. Lead by example in promoting the company's core values and business culture.</li> <li>• <b>Engagement and Motivation:</b> Create a positive, high-performance work environment by motivating the team, recognising achievements, and maintaining engagement levels to support retention and overall team success.</li> </ul>
<p><b>Strengthening Commercial and Financial Acumen</b> <i>Build financial acumen and commercial skills across the COE's</i></p>	<ul style="list-style-type: none"> <li>• <b>Cultivate Financial and Commercial Expertise:</b> Lead efforts to elevate financial and commercial capabilities within the COEs, emphasising informed decision-making, value creation, and risk management. Foster a culture where financial insights drive business growth and strategic outcomes.</li> <li>• <b>Optimise Planning and Reporting Processes:</b> Drive the effective use of planning and reporting tools, ensuring data accuracy and timely contributions. Collaborate with local teams to streamline inputs, improving efficiency and meeting forecasting and reporting deadlines.</li> </ul>

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

## HOW YOU'LL BE DOING IT

### Qualifications and / or Experience:

- Bachelors or Master level degree (e.g., Business, Finance, Accounting),
- CA, CPA or CIMA Qualified,
- Proven experience in finance business partnering or commercial finance at senior level,
- Experience in leading business planning and performance management processes including assessing business growth and investment opportunities,
- Experience in leading teams and/or managing and coaching other team members.

### Knowledge/Skills/Abilities Required:

- Strong commercial acumen with a clear understanding of strategic direction and drivers,
- Stakeholder centric, providing insights and adding value to the business,
- Ability to synthesize and distil information to create insights on the activity, decisions and outcomes that really matter,
- Ability to present information and engage with executive and board level stakeholders,

- Confident communication and presentation skills,
- Strong data manipulation, leveraging your analytical and commercial modelling skills,
- Influencing key business stakeholders through building effective relationships,
- Strong interpersonal skills with the ability to guide decision-making.

**Knowledge/Skills/Abilities Desirable:**

- Experience utilising SAP software
- Relevant industry experience (within, or for, large, fast growing, high demand, global businesses is preferred),
- Ability to lead and drive improvement projects and initiatives across an organisation.

# Protect what matters most.

Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

