

## POSITION DESCRIPTION

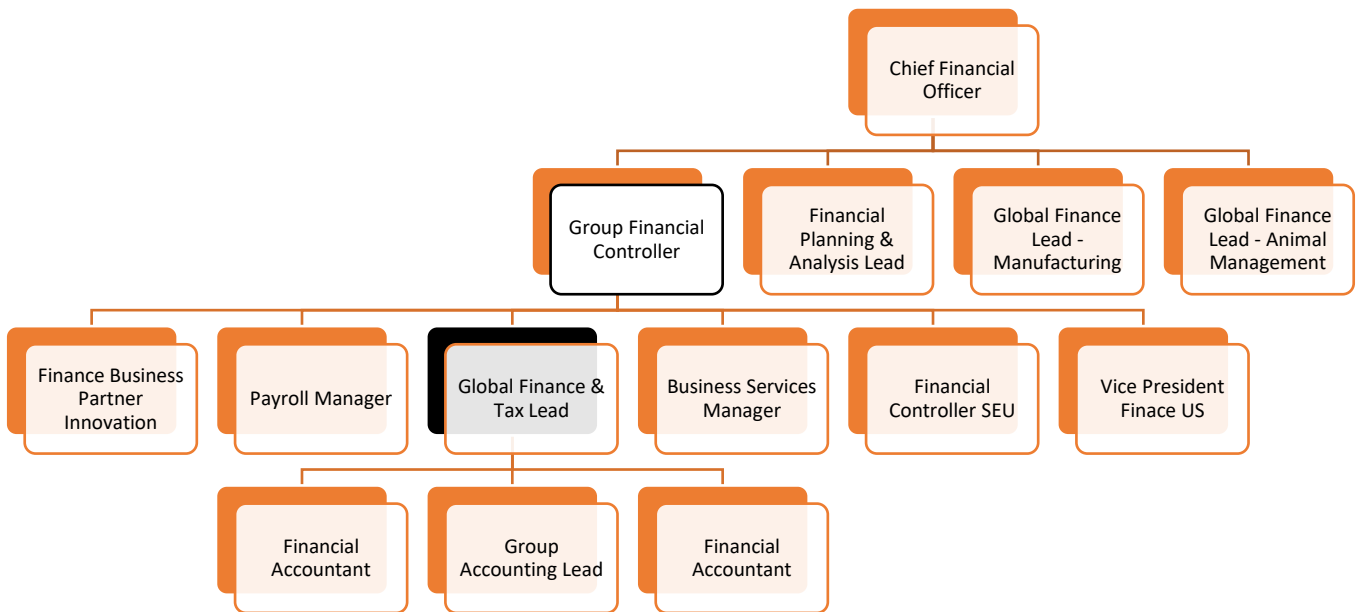
<b>Position Title: Global Finance &amp; Tax Lead</b>	<b>Direct Manager: Group Financial Controller</b>	
<b>Budget Responsibility: Nil</b>	<b>Direct Reports: 3</b>	<b>Indirect Reports:</b>

### WHAT YOU'RE HERE TO ACHIEVE

**Key purpose:**

The Global Finance & Tax Lead is a strategic role responsible for managing the company's tax compliance, corporate governance, financial consolidation, and ESG initiatives. This role also takes a lead role in the finance component of ERP/software projects and drives continuous improvement initiatives across finance operations globally. In this role, you will bring a strong understanding of tax regulations, financial systems, and corporate services, while taking a proactive approach to enhancing processes and supporting the company's strategic goals.

### WHERE YOU'LL FIT IN #TEAMGALLAGHER



### WHO YOU'LL BE WORKING WITH

<b>INTERNAL RELATIONSHIPS</b>	<b>EXTERNAL RELATIONSHIPS</b>
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<p>CFO  Group Financial Controller  Group Risk &amp; Assurance Manager  NZ finance and Global finance teams  Animal Management – Global General Manager and NZ senior leadership team  Security – Global General Manager and NZ senior leadership team  Operations – Global Supply Chain and Manufacturing Executive and HOD's  COE's Executive &amp; team  HOD's and Group Executive team  Legal compliance lead</p>	<p>Third Party Providers, System Vendors, Auditors, Government Agencies.</p>
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## WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
<p><b>Accounting &amp; Finance</b></p>	<ul style="list-style-type: none"> <li>• Overseeing the consolidation of financial statements for the group.</li> <li>• Be involved in all statutory reporting requirements including any filings and disclosures including the audit process and internal audit requirements,</li> <li>• Provision of timely and accurate financial information to Group FC &amp; CFO to assist with governance reporting.</li> <li>• Manage group tax accounting including corporate income tax provision process, to estimate the amount the business tax obligations,</li> <li>• Provide advice in specialised finance areas such as tax strategy, planning, transfer pricing, and tax management,</li> <li>• Implement appropriate review processes for early detection of financial risks and opportunities,</li> <li>• Lead the planning, design, and implementation of ERP and financial software projects from a financial compliance lens, ensuring alignment with business needs and compliance requirements. Work with COE's on budgeting/forecasting and variance reporting</li> </ul>
<p><b>Reporting</b></p>	<ul style="list-style-type: none"> <li>• Manage compliance of tax obligations across the group, ensuring filings are accurate and up to date.</li> <li>• Working with internal teams to help develop and maintain ESG strategy and initiatives</li> <li>• Ensuring compliance with ESG reporting standards and frameworks.</li> <li>• Preparation of foundation of board reporting for business units to complete.</li> <li>• Co ordinating transfer pricing documentation, reviews and compliance to support inter company transactions.</li> </ul>

	<ul style="list-style-type: none"> <li>• Manage and monitor financial and organisational risk, integrating assurance, compliance, and foresights, to best fit the business needs and risk appetite,</li> <li>• Provide input into technical accounting advice in relation to proposed transactions and commercial arrangements to ensure correct accounting treatment,</li> <li>• Monitor financial policies and procedures to ensure they adhere to best commercial practice and comply with all external requirements.</li> <li>• Providing reports to the audit and risk committee as required.</li> </ul>
<b>People and Leadership</b>	<ul style="list-style-type: none"> <li>• Provide leadership and act as a role model business culture, core values and continuous improvement thinking</li> <li>• Provide development opportunities for team members to continue to grow their core skills</li> <li>• Foster a culture of collaboration, accountability and continuous improvement</li> <li>• Conduct performance evaluations for you team and provide professional development opportunities.</li> </ul>
<b>Continuous Process and System Improvement</b>	<ul style="list-style-type: none"> <li>• Ensure that there are documented standard processes and procedures and appropriate controls in place for financial accounting and reporting,</li> <li>• Establish and regularly review financial and management reporting models and templates to ensure reporting is relevant and concisely presented,</li> <li>• Work with the Group FC to review all financial accounting and reporting processes to ensure they adhere to best practice, and other statutory and compliance requirements,</li> <li>• Demonstrates initiative, identifying opportunities for continuous improvement and cultivating a culture of continuous improvement within the Finance team.</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:

- Bachelor's degree or master's level degree (Finance, Economics, Accounting, Business Administration),
- CA, CPA and CIMA Qualified,
- Experience in transfer pricing and tax obligations outside of NZ, Australian income tax experience

- Proven experience in finance operations or accounting and reporting at manager level,
- Experience in financial management and control including risk management, audit and statutory financial reporting,
- Experience in leading teams and/or managing and coaching other team members.

**Knowledge/Skills/Abilities Required:**

- Strategic thinker with a proactive approach to identifying and solving complex problems.
- Detail-oriented with a continuous improvement mindset.
- Strong technical accounting experience with ability to ensure compliance to accounting and reporting standards,
- Adaptable, flexible and able to succeed in a dynamic and changing environment,
- Customer centric with a focus on financial accuracy, integrity and service levels,
- Ability to present information and engage with executive and board level stakeholders,
- Confident communication and presentation skills,
- Ability to form strong relationships with internal and external stakeholders.

**Knowledge/Skills/Abilities Desirable:**

- Knowledge and experience with MS Office, SAP, and PowerBI,
- Experience in a fast-growing manufacturing and sales organisation with a global presence,
- 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.

