

EMPWR

## EMPWR – Commercial Finance Manager

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CAREER

**Commercial Finance Manager** with strong strategic thinking, deep financial expertise, and exceptional Excel skills to partner with cross-functional teams across Sales, R&D, and Operations. This role is responsible for driving pricing strategies, supporting new product development (NPD), managing financial planning processes, and delivering insightful reporting and analysis that informs key business decisions.

The ideal candidate brings both commercial acumen and operational finance rigor, acting as a key liaison between the U.S. business and our European-based Group HQ.

### Key Responsibilities:

#### Strategic Partnership & Collaboration

- Collaborate with the Commercial Sales team to establish and evaluate customer and channel pricing strategies to drive growth and profitability.
- Work closely with R&D and Operations to assess costing and pricing models for new product development (NPD), ensuring sound financial alignment from concept to launch.
- Provide financial modeling and strategic support for business development initiatives, including customer proposals, new markets, and product line expansions.
- Act as a trusted partner to department leaders, helping them understand financial impacts of strategic and operational decisions.

#### Financial Planning & Analysis

- Support the budgeting, forecasting, and long-range financial planning processes across commercial and operational functions.
- Conduct variance analysis and deliver insights that support better business outcomes and cost discipline.
- Analyze trends in revenue, margin, and cost to support business strategy and investment decisions.

#### Reporting & KPIs

- Design and deliver weekly and monthly reporting packages, highlighting commercial performance, key financial indicators, and actionable insights.
- Develop and maintain clear, relevant KPIs to monitor commercial effectiveness and drive accountability.
- Prepare reports and presentations for Group HQ in Europe, ensuring consistency, accuracy, and clarity in communications.

#### Accounts Receivable & Working Capital Support

- Monitor and analyze accounts receivable performance, partnering with Sales and Customer Support teams to reduce aging and improve cash flow.

#### Tools, Systems & Best Practices

- Leverage advanced Excel modeling and data tools to streamline reporting and improve forecasting accuracy.
- Identify and implement best practices in commercial finance, pricing analysis, and reporting processes.

- Support continuous improvement in financial systems and processes, collaborating with IT and Finance Ops where needed.

**Qualifications:**

- Bachelor's degree in finance, Accounting, economics, or related field; MBA or CPA a plus.
- 5+ years of experience in commercial finance, FP&A, or business finance roles within a manufacturing or consumer products organization.
- Demonstrated strategic thinking and ability to connect financial insights to business strategy.
- Proven ability to work cross-functionally with Sales, R&D, Operations, and executive stakeholders.
- Advanced Excel skills including financial modeling, data visualization, pivot tables, and lookups; experience with ERP (e.g., SAP, Oracle) and BI tools is a strong plus.
- Excellent verbal and written communication skills.

**Key Competencies:**

- Strategic mindset with strong analytical skills
- Highly collaborative and relationship-oriented
- Detail-driven, proactive, and organized
- Results-oriented with a focus on continuous improvement
- Strong business judgment and commercial acumen

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