



BEMIS MANUFACTURING COMPANY

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Bemis Manufacturing Company is a family-owned business that traces its roots back to 1901. Headquartered in Sheboygan Falls, Wisconsin, U.S.A., we have quietly grown to become an innovative international manufacturer serving markets worldwide. We market products under our own brands and provide expertise to others, producing private-label products and component parts for a wide variety of industries.

We serve consumer, commercial, medical and industrial markets worldwide and have over 1,600 employees located in six countries around the world. The promotion of energy and resource conservation has always been integral to our corporate culture. Bemis strives every day to set the standard for ecological responsibility, conservation and preservation.

At Bemis, we offer a vibrant professional and manufacturing workplace with extraordinarily low turnover. We are committed to fostering close relationships with our employees, building a culture of mutual respect and empowerment, because the root of our success lies within our skilled and dedicated workers.

Over the years, we have found that our self-managed workforce fosters great pride and accountability, making Bemis one of the highest-quality manufacturers in our industry. We are empowered to think and act differently toward solving problems and adding value in new ways, living our mission of quality and innovation.

POSITION TITLE: Finance Director of Global Financial Planning & Analysis

General Responsibilities/Role Overview: The Finance Director of Global Financial Planning & Analysis will work closely with executive leadership to establish and review new strategic planning and reporting initiatives that will be used by all finance teams across the organization. Will understand business unit financials, their impact on total Bemis financials and be able to articulate the impact to senior leadership. Will work with key business partners across the company's finance organization to further develop and standardize new profitability and cost allocation measures, create more meaningful management reports, identify and execute automation opportunities and process improvements, integrate the strategic planning/forecast/ budget processes and support the coordination and communication of the company's financial planning and analysis processes. Primary responsibilities will include total company financial statement analysis and Board of Director reporting, collaborating with partners, driving planning and budgeting discipline and deliverables and ensuring financial discipline and compliance.

Have the ability to communicate effectively with executive leadership, lead a team of finance professionals, tackle multiple projects, and efficiently execute deliverables. Will have strong leadership skills and solid business acumen capable of driving results and improving processes. Have operated successfully in a fast-paced, global, results-oriented environment. Strong oral and written communication skills are crucial, as well as ability to think clearly, analyze quantitatively, problem-solve, scope technical requirements and prioritize.

Specific Responsibilities:

Willingness to understand the business, end-markets, competitive environment, industry peer group and general economic conditions that are unique to Bemis product platforms.

Understand and analyze business units monthly/quarterly financial results (vs. forecast, prior year, budget) and clearly articulate themes and performance drivers, this includes driving efforts to understand root causes of variances and making recommendations to enhance business performance.

Lead global (long range) Strategic Planning, budgeting (annual) and quarterly forecasting processes.

Interact with stakeholders at multiple levels and lead teams to define and deliver solutions.

Engage with executive leadership, specifically the Corporate Controller, CFO and GM's.

Develop a team of finance professionals.

Anticipate bottlenecks, provide escalation management, anticipate and make trade-offs, and balance the business needs versus technical and process constraints.



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Foster constructive and proactive communication across organizational boundaries.
Identify, assess, track, and mitigate issues and risks at multiple levels.
Create, maintain, and disseminate project status, roadmaps, and documentation to stakeholders.
Drive effective teamwork, communication, collaboration, and commitment across multiple groups with competing priorities.
Be a leader in fostering lean continuous improvement efforts within the function.
Other duties as assigned.

Skills & Qualifications:

BA/BS degree in accounting or finance
MBA or Master's degree in Accounting or related field.
8+ years of relevant work experience
Successful track record managing a team
Strong analytic, financial modeling and reporting skills.
Advanced knowledge of Excel.
Excellent written and verbal communication skills.
Attention to detail, the ability to deal with ambiguity and can work successfully and effectively on cross-functional teams.
Experience with and ability to use planning automation software.
Able to summarize large volumes of complex data into useful information and present key takeaways to senior management.