

<b>Company:</b>	Goodwill NCW
<b>Job Title:</b>	Director of Financial Planning and Analysis
<b>Job Location:</b>	Menasha, WI
<b>Employment Term:</b>	Regular
<b>Employment Type:</b>	Full-time
<b>Hours per Week:</b>	40 hours per week
<b>Work Hours (i.e. shift):</b>	Primarily business hours, may vary based on needs

Create impact. Celebrate the possible. Join our Goodwill family as the Director of Financial Planning and Analysis.

While receiving leadership support from the CEO and Vice President of Finance, the Director of Financial Planning and Analysis will Elevate People by Eliminating Barriers to Employment by providing financial and decision support to all business units. Demonstrates thorough business/industry knowledge and synthesizes business information and responds to changing market dynamics. Fosters a customer service focused environment and promotes a free flow of information throughout the organization. Provides leadership and guidance in budgeting, forecasting, Key Performance Indicator (KPI) development, modeling and strategic planning. Leads as a strategic, collaborative and inclusive leader who demonstrates the highest standards of integrity, accountability and operational excellence as they work with the organization on complex and critical projects.

### **Key Responsibilities**

1. Provides comprehensive financial and analytical support (including identifying, evaluating, and communicating business results, trends, and outlooks) for assigned departments, including, but not limited to monthly performance reports, financial analysis, cash reports, and recommendations for corrective actions when needed.
2. Develops, prepares, and maintains return on investment (ROI) protocols, production scenarios, cost/benefit analysis, cash cost analysis, etc. using ad hoc financial and business analytics for the organization to include development of a standard financial model to evaluate opportunities, scenarios and alternatives, set thresholds, validate ROI proposals and communicate with leadership.
3. Directs development and execution of business analytics to provide value-added insights for concept and finance leadership. Utilizes data mining techniques to analyze complex financial information, develop key takeaways and provide recommendations. Establishes and updates meaningful KPIs and dashboards for various business units to drive the decision-making process. Participates in the annual budget and monthly forecasting processes. Prepares and directs the compilation of store and concept-level annual plan and present analysis. Highlights and understand major forecast assumptions and their effects on concept outlook. Performs sensitivity analyses to assess reasonable range of outcomes. Prepares high quality variance analysis that provides meaningful business forward-looking insight.
4. Leads competitive analysis and benchmarking efforts to support business decisions. Prepares comprehensive financial models with an integrated set of financial statements, assumptions and metrics. Analyzes past results and future outcomes in conjunction with market analyses to develop recommendations for changes in model assumptions.
5. Serves as liaison to business owners, assisting them with budgeting and forecasting and financial statement analysis. Interacts with internal customers using easy to understand oral and written communication skills to discuss financial processes, results and provides effective counsel on solutions to move closer to financial objectives.
6. Provides strong leadership and management skills to the team, is able to build and motivate high performing teams and work collaboratively with the Finance leadership team to ensure success. Shares best practices of financial analyses, report/project deliverables, and business communications.
7. Helps identify, evaluate and implement new data driven strategies and processes for the organization. Continuously develops tools/systems and automates processes. Evaluates current processes and implement improvements. Works with IT to develop reports for ad-hoc requests as they arise.

## **How I Will Be Safe**

The physical demands described here are representative of those that must be met by a team member to successfully perform the essential functions of this job. Accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Work is performed primarily in a standard office environment with extensive team member contact and frequent interruptions.
- Primary function requires sufficient physical ability and mobility to work in an office setting; to sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, twist, lift, carry, push and/or pull light to moderate amounts of weight.
- Operate office equipment requiring repetitive hand movement and fine coordination, including use of a computer keyboard.
- Travel to other locations using various modes of private and commercial transportation.
- Verbally communicate to exchange information.

## **What I Must Bring**

1. Bachelor's degree in Accounting, Finance or a related field is required.
2. 5 years of experience in accounting/financial analysis role is required.
3. Exceptional analytical skills, logical decision making and troubleshooting skills with the ability to problem solve in a timely manner is required.
4. Strong interpersonal skills necessary to communicate with all levels of management is required.
5. Demonstrated ability to apply organizational financial strategy, anticipate and identify problems and use sound analysis to develop and communicate reports.
6. Ability to lead, develop and empower others in both financial and non-financial roles.
7. Excellent organizational skills and the ability to balance multiple tasks under time constraints.
8. Strong business analytics skills.
9. Budgeting and forecasting experience is required.
10. Requires advanced knowledge in computer technology that includes Excel and the Microsoft Office Suite. Experience with common reporting and dashboard tools is required. Individuals must possess the ability to learn and understand new software and other technology applications as applicable.

The above statements reflect the general details necessary to describe the principal functions of the occupation described and shall not be construed as a detailed description of all the work requirements that may be inherent in the occupation.

## **About Goodwill**

Goodwill NCW is a leader in the Goodwill movement, consistently placing within the top 15% of Goodwills across the United States and Canada.

We are engaged, and we are passionate. The work we do is part of a bigger picture where we are dedicated to achieving our mission of Elevating People by Eliminating Barriers to Employment. Discover the difference you can make for yourself and your community.

**Benefit Notes:** Our full-time team members (30 hours or more per week) are eligible for the following benefits:

- Health insurance
- Dental insurance
- Life insurance plan

- Optional dependent life insurance
- Short- and long-term disability plans
- Flexible spending plan
- Retirement plan
- Paid time-off benefits
- Team member assistance program
- Health and wellness programs
- Educational assistance program
- Team member discount card

We believe in equal employment opportunities for all team members and applicants for employment and will offer reasonable accommodation in the employment process for individuals with disabilities or other barriers to employment. As you go through our selection process, you may request an accommodation at any time. Please contact the leader at your local Goodwill location if you are in need of assistance.