



POSITION DATA

JOB TITLE	FP&A CONTROLLER – USA OPERATIONS	REPORTS TO	FINANCE DIRECTOR FP&A - OPERATION	JOB CODE	UCFPA
DEPARTMENT	FINANCE	LOCATION	BROCKPORT BERGEN	FLSA STATUS	Exempt

JOB SUMMARY

With the help of their team of 2 FP&A Analysts and under the responsibility of the Finance Director FP&A - Operation, the FP&A Controller - USA plays a strategic role in the management and performance of the USA operation. This position is responsible for budget planning, financial performance monitoring, profitability analysis, and the development of monitoring and forecasting tools. A true business partner, the role supports management and operating teams in making informed decisions to optimize financial results, sustainable growth and operational effectiveness of USA's plants, Supply Chain, purchasing and the agricultural part.

Nortera Foods Inc. is dedicated to ensuring the safety of its employees, food products and meeting the requirements of the SQF 2000 code. As such employees must understand how their job description involves food safety and quality and meeting the applicable sections of the code.

ESSENTIAL FUNCTIONS

- Lead, coordinate and consolidate USA operational budgets, ensuring alignment with the company's strategic objectives
- Update and improve the financial forecasting models, including variance analysis, review of assumption and corrective recommendations;
- Design and maintain corporate and operational dashboards presenting financial and operational key performance indicators (KPIs)
- Analyze the financial performance of the 5 USA plants and recommend ways to improve profitability and productivity
- Support Plants and Regional manager in understanding their results and planning their initiatives
- Perform detailed financial analyses on investment projects, including profitability (ROI), financial monitoring and evaluation of economic impacts
- Ensure the reliability and proper GL imputation of operating expenses. Including correct calculation and allocation (Costing)
- Coordinate the USA end-of-month process for the operational expenses and ensure the quality and consistency of the financial information.
- Responsible of all end-of-month analysis (Variance between Standard vs Actual) and presentation to Plants Manager and Head Office
- Participate in the management committee of the plants
- Adapt financial performance management practices to group and propose improvement
- Manage, motivate and develop his team of financial analyst, oriented towards company value (Collaboration, Adaptability, Responsibility and Excellence);
- Collaborate on transformation projects to develop the finance function as a value added partner

QUALIFICATIONS



<p>KNOWLEDGE, SKILLS AND ABILITIES</p>	<ul style="list-style-type: none"> ● Strong business mindset, analytical skills and ability to simplify financial information at different levels of the organization ● Collaborative leadership, strategic thinking and results-oriented ● Ability to simultaneously perform multiple projects in a dynamic environment ● Very organization and great autonomy ● Advanced proficiency in Excel and ease of learning financial IT tools
<p>PHYSICAL DEMANDS</p>	<ul style="list-style-type: none"> ● Office work – No specific physical request needed
<p>WORK ENVIRONMENT</p>	<ul style="list-style-type: none"> ● Position based in Brockport, travel to Bergen required ● Requires travel to USA factories (20%) ● Head Office located in Quebec– Bilingualism English/French considered an asset
<p>EXPERIENCE</p>	<ul style="list-style-type: none"> ● 5 to 7 years of accounting / FP&A experience in manufacturing company; ● Demonstrated experience in multi-site environment and complex operations structure ideally in the food manufacturing sectors ● Relevant team management experience
<p>EDUCATION</p>	<ul style="list-style-type: none"> ● University degree in finance, accounting or business administration ● CPA or equivalent designation considered an asset

The above statements are intended to describe the general nature and level of the work being performed by people assigned to this work. This is not an exhaustive list of all duties and responsibilities. Nortera reserves the right to amend and change responsibilities to meet business and organizational needs as necessary. A position description is written for each position in our company and maintained on file with HR. The purpose of these position descriptions is to define job standards and essential functions and physical requirements, as well as marginal or peripheral duties and reporting relationships for the various positions throughout our company. Employees may request a copy of their position description at the time of hire and whenever accountabilities change significantly. Position descriptions are designed to promote a better understanding of the total job for both employees and supervisors. Supervisors will refer to position descriptions during the recruitment and hiring process, as well as during performance appraisal discussion. Position descriptions are updated periodically to reflect changes in job duties and organizational structure. Employees should schedule time to meet with their supervisor if they believe their position description needs updating or if they have questions