



Bacardi International Limited is looking for three individuals to join the Planning and Performance team reporting to the Director – Planning & Performance. The roles will partner with Business Units (BUs), Regions, Finance Directors, Marketing and the entire organization, especially Global Functions to discuss business results, review trends, assess price, volume and sales risk, brand risk, cost centre risk and opportunities and make business recommendations to the Executive team. The roles require excellent collaboration skills and the ability to work in a team with cross functionality at many levels within the organization:

Role Profile: Manager Structure Cost Support

AREAS OF RESPONSIBILITIES INCLUDE BUT ARE NOT LIMITED TO:

- Supports and provides input into the Planning process for forecasting and planning for structure costs, providing own insights to influence business decisions for the planning process as well as long term fuel the growth activities
- Uses own judgement to make day-to-day decisions regarding structure cost planning and reporting activities for the department
- Delivers monthly financial decision support to the VP including financial analysis and commentary on key Structure Cost drivers and Capex for the company, ensuring integrity and accuracy of data
- Identifies, evaluates and communicates Structure Cost risks and opportunities to the department heads and management on a timely basis. Recommends prioritization of resources across key cost reduction/avoidance initiatives at the global level to the VP, providing own insights to influence business decisions. Provides oversight of the implementation of initiatives and tracks performance against predetermined KPIs for structure cost
- Actively involved in special projects for example including budget/strategic presentations to senior business and Finance stakeholders as required
- Identifies the organisation's information and data needs and works with peers to develop standard analytical approaches/reports that can be applied across business entities to meet these needs
- Builds and fosters solid business partnering relationships with all other relevant internal and external customers in order to understand business requirements and maximise provision of effective support

Role Profile: Manager Sales Decision Support

AREAS OF RESPONSIBILITIES INCLUDE BUT ARE NOT LIMITED TO:

- Build and foster a solid business partnership with the BUs/Regions, Exec, and all other relevant internal and external customers in order to drive business decisions that will maximize the value of our sales
- Active involvement in budget and forecast submissions and special projects including budget/strategic presentations as required
- Deliver monthly financial decision support to Executives, including financial analysis comparing performance vs. budget, forecast and prior year, and commentary on key price, volume and sales drivers and identify risks and opportunities as it relates to price, volume, sales and discounts
- Pricing support – conduct monthly pricing analysis for the Exec to ensure visibility of Brand value. Ensure thorough analysis of changes in size and market mix on a monthly basis. Provide break even and margin enhancement recommendation based on price adjustments
- Provide ROI analysis to assess impact of programs in key selling channels, evaluate them for effectiveness and build on successful programs from a “stop, start, continue” perspective
- Assess Sales performance gaps and raise accountability for closing these gaps, including key metrics (ie DSO/inventories, etc) with BU/Region/Exec management)
- Monitor and ensure integrity and accuracy of sales discounts (budgets and actual), in coordination with BUs & Regions
- Day to day operational decisions regarding planning and reporting activities
- Contribute to development of ad hoc project needs
- Work with BUs & commercial teams to ensure proper category of accounting for items between gross to net for analysis purposes

Role Profile: Manager Marketing Decision Support

AREAS OF RESPONSIBILITIES INCLUDE BUT ARE NOT LIMITED TO:

- Monitor and manage Brand P&L with Brand Groups, including commentary and action plans
- Identify risks and opportunities as it relates to the brands and A&P spend and provide recommendations to mitigate or improve results
- Analyze relevant category, brand, channel, and competitor trends (Depending on Sales Organization having Business Analytics)
- Assess Marketing performance gaps and raise accountability for closing these gaps
- Ensure flow through of global A&P allocation by brand-market combination (BMC)
- Provide analytical support to determine A&P allocation for smaller brands / markets that are not covered by the global A&P allocation framework
- Deliver monthly financial decision support to center & Executive team, including financial analysis and commentary on key brand/value drivers and competitor activity
- Work with procurement to provide analysis and support in the negotiation of compensation contracts with vendors providing advertising, promotional and research services to the company
- Build and foster a solid business partnership with the BUs, Marketing Organization and all other relevant internal and external customers in order to improve the effectiveness of our marketing investments
- Day to day operational decisions regarding planning and reporting activities

THE SUCCESSFUL CANDIDATES WILL POSSESS AS A MINIMUM:

- Basic Financial Analysis: Including creating spreadsheets, explaining variances, identifying issues, and making appropriate recommendations.
- Project Management: Ability to manage projects/tasks to ensure successful delivery (on time and within budget) while identifying potential issues/risks.
- Basic Operating Systems: Knowledge of basic software and operating systems and all related aspects
- Ability to understand brand strategies and able to apply financial context
- Working with internal customers to share and relay information and influence business strategies
- A Bachelors Degree in Finance and/or Accounting. MBA preferred.
- 4-7 years of related work experience in finance/accounting/analysis
- Advanced Excel skills are required. Working knowledge of other Microsoft Office Products, as well as Lotus Notes
- People management experience to enable the management of peers and influence management decisions
- SAP knowledge will be a plus

The successful candidates will work closely with internal customers, have strong analytical, interpersonal, communication and organization skills and should be prepared to work independently and in a team environment. The candidate can expect to work in an environment where continued learning and team camaraderie are experienced daily.

Bacardi International Limited offers a competitive salary, a comprehensive benefits package and the opportunity to work in a diverse multi-national company.

Applications must include a detailed resume with references, submitted under confidential cover to:

Director of Human Resources, Bacardi International Limited
P.O. Box HM 720, Hamilton HM CX
Telephone: (441) 298-1060
Fax: (441) 296-2468
E-mail: resumesbda@bacardi.com

The closing date for receipt of applications is **Feburary 3, 2012.**

Bacardi Limited is an Equal Opportunity Employer

“ENJOY OUR GOOD TASTE WITH YOUR GOOD JUDGMENT”



TRUST

PASSION

CARING

EXCELLENCE



Spirit for Life