



POSITION PROFILE

European Commercial
and Trade Finance
Analyst



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Baxters Food Group

Baxters Food Group is a fourth generation privately owned entrepreneurial business which specialises in the manufacturing of premium quality, primarily branded, food products. The Group's product range includes soup, beetroot, chutney, condiments, preserves and meal options. Since Baxters began operation in 1868 a lot has changed, but their dedication to making only the best quality products has always been at the core of everything they do. The Baxters brand has grown from a humble village store to a global brand with a turnover of circa £450m.

With the sheer scale of operation, Baxters now has sites based throughout the UK and food manufacturing operations in the USA, Australia, and Poland. The science and technology that underlies their process today may be far removed from the little village shop that started it all in Fochabers, but the ethos remains the same - "Be different, be better".

Baxters now finds their product being sold in major supermarket chains such as Asda, Tesco, Sainsbury's and many more, which has contributed to the large-scale growth of the business. Baxters' Head Quarters is situated just off Charlotte Square in Edinburgh and oversees the UK & European operation based in Fochabers.

The European Business has a turnover of circa £140m across their sites, which also incorporates two specialist manufacturers, Manor Vinegar, one of Europe's largest vinegar producers, and Orexis Fresh Foods, a leading London-based chilled foods business specialising in ready-to-eat products.

Current Opportunity

A new vacancy based in both Edinburgh or Fochabers, Moray has arisen within Baxters Europe, representing an excellent opportunity to join their market-leading team.

This role offers a fantastic opportunity to further your career within a reputable business that has made itself a well-established household name over many years. The successful candidate will report directly to the Commercial Finance Business Partner and work closely with the wider finance function.

As the European Commercial and Trade Finance Analyst, you will work on various reports, analyse sales information and provide visibility of performance to drive performance improvement and strengthen controls.

This is an excellent opportunity for a progressive graduate or part-qualified accountant with a driven and commercially mindset that will play a key role in the continued growth of a market-leading business. Study support will also be provided.





Position Overview

Job Title:	European Commercial and Trade Finance Analyst
Reports to:	Commercial Finance Business Partner
Location:	Edinburgh or Fochabers, Moray

Main Purpose of the Role

- To ensure accurate set up and control of Trade Management deals between Baxters and their customers from a Finance perspective (managing the Finance system) as well as periodic reporting of Trade Management KPIs to senior stakeholders of the business
- To ensure the commercial viability of new product development is in line with company expectation as well as reporting on performance of new product launches
- To produce accurate and timely reports at period end as well as fulfilling other reporting requirements in order to meet stakeholder needs

Main Accountabilities

- Daily management and processing of the Trade Management offers and claims. This involves ensuring offers with customers are set up correctly and in a timely manner to ensure accurate accruals are captured. Involves maintaining strong working relationships with the wider sales and finance team
- Service key stakeholders through various adhoc reporting and analysis, focused largely on volume, gross sales, net sales, promotional spend and resulting gross margin £ and %
- Creation of monthly Commercial Finance pack, detailing the performance through various reports which require to be updated
- Period End processing of Sales and Marketing overheads in the management accounts.
- Supporting demand planning team to ensure ongoing accurate forecasting as well as reporting of the forecast against budget performance



Knowledge, Skills and Core Competencies

- AAT qualified / CIMA/ACCA/ICAS part qualified (desirable)
- Strong commercial acumen with absolute focus on profit delivery
- Support for qualification provided
- Knowledge of Oracle and Essbase (desirable)
- Microsoft Office Skills in particular strong Excel skills necessary
- Production of monthly management accounts
- Understanding and management of balance sheet
- Internal stakeholder management

Personal Qualities/Behaviours

- Ability to work independently
- Ability to work collaboratively across different departments
- Excellent interpersonal skills
- Confident and effective communicator at all levels with credibility
- Self-motivated with a proven track record of delivery under pressure and to specific deadlines





Salary: Competitive and in line with experience

Benefits: Hybrid working, pension contributions, holiday allowance, life assurance and health insurance

For more information on remuneration, please contact Will Dodds at Rutherford Cross.



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The Recruitment Process

- To find out more about the role, please contact Baxters' retained advisor, Will Dodds at Rutherford Cross by emailing willdodds@rutherfordcross.com
- Selected professionals will then be invited to interview with selected shareholders and stakeholders
- All third-party applications, enquiries and direct approaches to Baxters Food Group will be referred to Rutherford Cross