



Rutherford Cross



WHYTE & MACKAY

POSITION PROFILE

Commercial Finance
Business Partner



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Welcome to Whyte & Mackay

A passionate community dedicated to making exceptional Scotch since 1844.

Whyte & Mackay, born in Glasgow and made in Scotland, is a global leader in whisky. We are home to a collection of multi-award-winning whisky brands, including The Dalmore, Fettercairn, Jura, and Tamnavulin. Our unwavering mission is to be a driving force in the whisky industry, renowned for our ability to build brands that truly stand out.

Whyte & Mackay was founded with a vision to create a superior Scotch for the thriving community of Glasgow. Today, that belief in creating connections and community holds true as the purpose in all that we do.

Makers, Leaders, Innovators and Storytellers. At Whyte & Mackay, we all have a hand in the whisky we make.

An Award-Winning Portfolio:

Each of our Single Malt Whiskies has garnered critical acclaim and enjoyed thriving commercial success.

From our island whisky Jura being ranked the No.1 Single Malt in the UK to Speyside innovator Tamnavulin becoming the No.1 Fastest Growing Single Malt Globally, our whiskies are at the forefront of the growing category.

For over 180 years, The Dalmore has set the standard in multi-cask maturation. Hand-selected casks from the world's finest bodegas and wineries are expertly curated to create a sumptuous and layered whisky of legendary finesse.

Fettercairn, which celebrated its 200th anniversary in 2024, captivates consumers with its innovative approach, from limited Warehouse releases to the introduction of the first Fettercairn Scottish Oak whisky, bottled in 2022. It is the first single malt to be entirely aged in Scottish oak casks and launched across the industry.





Inspiring Global Consumers:

At Whyte & Mackay, we are progressive in our marketing, balancing operating in a category steeped with heritage with a drive for modernity and innovation, inspiring consumers from the Hebrides to Hainan.

Our brands are going from strength to strength, with impressive global growth figures and a growing market share. Our future ambitions are bold, and with continued ambitious growth on the cards, we are truly building brands that stand out from the crowd.

Working with the Future in Mind:

We are on a transformative journey, investing in our people, planet, and brands. In our Whyte & Mackay Green Print, we laid down our sustainability commitments and how we will positively impact our planet. Our Community agenda informs how we are shaping life at Whyte & Mackay for every one of our people. We are committed to offering great workplace experience across every business function.

We are truly international, with offices located from New York to Singapore. Whyte & Mackay still operates its headquarters in Glasgow.

In Scotland, Whyte & Mackay operate a state-of-the-art Bottling Hall and Distribution Centre in Grangemouth and a Whisky Production and Warehousing Centre in Invergordon alongside five respected distilleries, from the islands to the Highlands.

Our Values:

What sets us apart is that we asked our colleagues to choose our values, ensuring that they truly reflect who we are and guide us in all that we do.



GROW



PRIDE



RESPECT



THINKING AHEAD



BE OUR BEST



Job Title:	Commercial Finance Business Partner
Reports to:	Commercial Finance Manager
Location:	Glasgow / Home Based

Position Overview

The Commercial Finance Business Partner is responsible for providing timely and accurate commercial information to the Sales & Marketing functions within the business. This includes planning, budgeting/forecasting, reporting, analysis, and general commercial and financial support. This role should add value to the wider business through strong analytical skills and commercial insight.

Key Result Areas (KRAs)

Commercial Reporting:

- Ensure integrity of the P&L for own area of responsibility from the revenue (and Sales volume) line through to brand contribution
- Ensure the completeness and accuracy of financial accruals
- Prepare and review detail variance analysis at month-end to ensure any movements versus plan and prior year are fully understood across Finance, Sales & Marketing functions
- Provide Sales and Marketing with accurate financial analysis to enable them to effectively measure performance of customers and brands
- Support on ad hoc data and analysis requests from Head of Commercial Finance, Sales and Marketing

Commercial Support:

- Attend/Support at Quarterly Business Review meetings with all senior stake holders & Executive Board. Present performance including full year forecast along with associated risks & opportunities
- Attend/Support at regional Leadership Team meetings as required
- Support Sales and Marketing teams in customer negotiations, new product proposals, analysis of promotional mechanics, and ongoing customer data requirements
- Support Sales on new pricing proposals clearly illustrating the impact on both W&M and the customer



Commercial Planning:

- Co-ordinate the planning processes for annual budgets, quarterly forecasts and strategic 5-year plans for area of responsibility
- Challenge the Sales and Marketing team inputs as appropriate to drive accurate and realistic forecasting at all times
- Provide detailed variance analyses to explain impact of movements in volume, price, and cost on the P&L versus plan & prior years
- Present financial plans at the quarterly business review meetings

Strategic Marketing:

- Work closely with brand teams to monitor strategic marketing spend versus signed off plans
- Ensure the completeness and accuracy of strategic marketing accruals
- Provide timely reporting of monthly spend, highlighting any variances to budgets

Projects and Continued Process Improvements:

- Lead and take part in strategic projects across the business from a Finance perspective
- Continually review processes in the department to ensure they are at their most efficient within Finance and Sales and Marketing





Qualifications & Experience:

- CA / CIMA / ACCA qualified or qualified by experience

Skills:

- Robust communication skills both verbal and written. Must be comfortable to engage with stakeholders across all levels of the business and convey financial information to non-financial colleagues
- Organised, methodical with a high attention to detail and the ability to prioritise in a busy working environment
- Highly analytical and able to examine and utilise data to provide key insights to a high level of accuracy
- Ability to build strong relationships across all areas of a business
- Excellent Excel skills to advanced level are a must

Personal Attributes:

- Focused, approachable with a pro-active and professional approach to work
- A self-starter with a can-do attitude and excellent team working skills
- Confidence to provide support across all business areas
- Flexible and adaptable to change





Salary: £Competitive DOE + Bonus

Company Pension: You can join our pension scheme with a minimum 5% employee contribution, we will contribute 10% to your pension and employee contributions can be made through salary sacrifice. As a pension scheme member, you will also have group life cover

Holiday Entitlement: 35 days holiday (pro rata)

Additional Benefits

- You will have membership to a healthcare cash plan including optical and dental, currently provided by Simply Health
- A great product allowance so that you can enjoy and share our fantastic portfolio of brands with family and friends. You will also have access to discounted staff sales
- We support the opportunity for a blend of home & office working, along with flexible start and finish times. Don't forget the early finish on a Friday!
- We have a great employee discounts platform including a Cycle 2 Work scheme, and much more
- Our employees' wellbeing and mental health is paramount to us, you will have access to a range of mental health support including our Mental Health First Aiders and our Employee Assistance Programme which offers practical, impartial support on everyday matters covering emotional, physical, social, financial and legal support
- We are also committed to supporting local communities and charitable organisations. Each month, employees can submit a nomination for a cash donation of up to £500 or product donation to support a charity or community initiative they are associated with





For more information, please contact Harry Young at Rutherford Cross.



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The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- First-round interviews are with the Commercial Finance Manager
- Second-round interviews are with the Head of Commercial Finance
- Applications should be sent to Harry Young at Rutherford Cross. All third-party applications will be folded into the Rutherford Cross process for assessment and selection

Whyte & Mackay is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.