



## POSITION PROFILE

Financial Reporting Manager



The Company .....	3
The Role .....	5
The Individual.....	8
Remuneration and Recruitment Process .....	9





Established in 1865 and with over 150 years of history, Heineken is a proud family-owned, independent brewer and is now one of the biggest names globally, with more than 250 brands and 165 breweries across 70 countries.

Here in the UK, Heineken are the nation's leading beer, cider and pub company and the name behind a host of brilliant brands including: Amstel, Desperados, Sol, Tiger, Birra Moretti, Old Mout Cider, Strongbow and many more.

When brewing and making beers and ciders that people love, Heineken build them with staying power. More than 90% of the beers Heineken sell in the UK are brewed here and around 30% of the nation's apples go into their ciders.

Heineken's pride in their brands is matched by their passion for the Great British pub. With around 2,400 pubs to their name in the UK, the Star Pubs & Bars business is all about putting pubs at the centre of community life and providing training and jobs for thousands of ambitious people.

With their mission and values at the heart of who they are, Heineken brew the joy of true togetherness to inspire a better world.

Heineken aims to drive superior growth by shaping the future of beer and beyond, being obsessively consumer and customer centric. They are focused on premiumisation and innovation, extending beer into non-alcoholic, flavoured and less bitter variants and exploring beyond beer with cider and refreshing line extensions.

**For more information on Heineken, visit - <https://www.theheinekencompany.com/>**



## Life at Heineken

Heineken's careers are journeys paved with richness, accomplishments and a few beers and ciders with friends or strangers along the way.

It is a challenging and exciting road, with more than 70 markets and 250 brands to choose from, Heineken can deliver! They offer a world of opportunities in an environment where they value purpose, innovation, diversity and sustainability.

The finance teams take the lead in delivering Heineken's strategy and ambition. At all levels in the organisation, finance teams must feel equipped and empowered to work as true co-pilots of the business. They provide the organisation with relevant and timely analyses to drive decision making, while at the same time constructively challenging, driving revenue and growth opportunities as well as cost & cash management.

As guardian of Heineken's assets and reputation, the team are in control of their operations. They ensure that rules and regulations are applied and that their accounts reflect the true state of the business.

When you join Heineken, the business will empower you to reach your potential in a way that works for you. You will have all the support you need to get the best out of your career, including global learning and development opportunities, family-friendly policies, wellbeing support and a rewards package that goes far beyond the salary you receive.

With the perfect blend of award-winning benefits and global development opportunities, there are so many ways to untap your future at Heineken.





<b>Job Title:</b>	Financial Reporting Manager
<b>Reports to:</b>	Head of Finance – Reporting and Accounting
<b>Location:</b>	Edinburgh

Following a restructuring of finance in 2013 and the establishment of a shared service model, this critical role has been reassessed, with it taking a more senior leadership role within the finance department. This increased accountability and ownership at a more functional level is key in delivering through the share service centre model as well as driving the UK control environment, establishing and maintaining strong balance sheet control and supporting an increasing business partnering agenda on significant UK business transactions.

## Job Purpose

As the Financial Reporting Manager, you will help drive and manage the delivery of a World Class Financial Reporting and Control function here in Heineken UK. This includes the overall Financial Reporting for the function, the Control oversight and effective governance and delivery with the Heineken Global Shared Service Centre in Krakow. You will also have overall responsibility for the Balance Sheet and Cashflow reporting.

Another exciting part of the role is the Business Partnering aspect. You will provide technical accounting support for major transactions in the UK and work cross functionally with other parts of the business on projects.

You will have great access and exposure to our Global and European teams, as well as our colleagues in Krakow. Although there is not a huge amount of travel involved in the role, it is within your gift to travel and connect with these teams as building relationships will be vital. The role is also responsible for all external audit, treasury and banking requirements in the UK.

A key element of this role is team management, both direct (a team of 3) and indirect (a wider team of 4), thus strong leadership skills are crucial for this position. You will report into the Head of Reporting & Accounting, acting as a right hand and eventually a successor with the right development plan.



## Key Responsibilities

- Manage and drive best in class reporting processes and control frameworks across Financial reporting, financial control and Cashflow processes
- Manage key relationships and governance structures both within finance and across the business including the Heineken Krakow team in Poland, to deliver the above
- Lead the Balance Sheet review process and overall Balance Sheet control framework for the UK business, including the management of all associated risks and opportunities, reporting to Reporting and Accounting Manager an overall assessment of the quality of the balance sheet
- Through business partnering, provide context, analysis and technical advice on significant transactions with in the business to optimise the structure and execution
- Principle manager of relationship with external auditors, external banking and insurance firms co-ordinating activity and ensuring the provision of requested information by all agreed deadlines for areas of responsibility
- Possess a relentless drive for continuous improvement driven through cultural, operating and governance initiatives

## Measures of Success

- On time in full delivery against departmental, team and personal objectives
- Excellent feedback from stakeholders and team members
- Fully supportable balance sheet, with documentation and evidence of sign off
- Clean audit opinion delivered on time with no over runs
- Continuous improvement agenda with clearly defined work streams and evidence of successes
- Outstanding operational relationship with Heineken Krakow

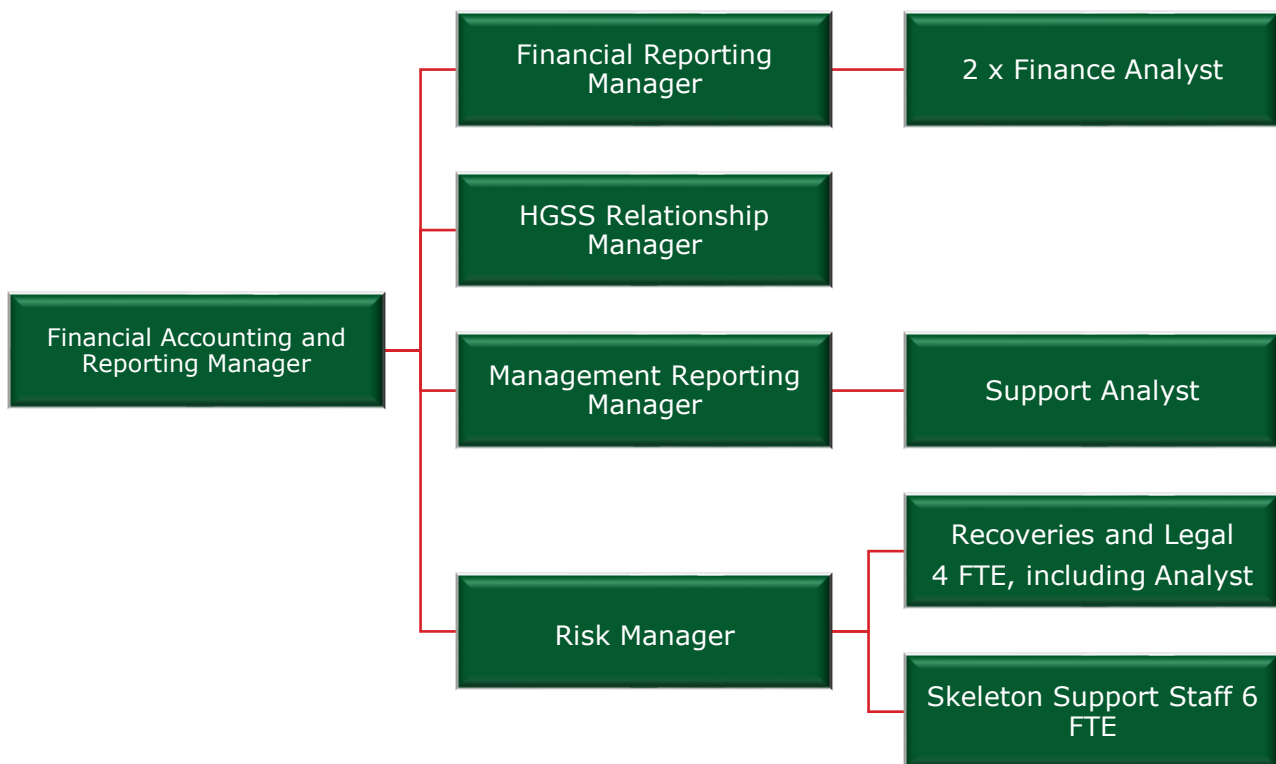




## Key Contacts

- **Internal:** UK CFO, All members for the Finance Leadership Team, relevant members at a UK MT-1 level across the business, Heineken Krakow director and process leads. Senior Group and Region contacts as required
- **External:** Deloitte Partner and engagement in charge, Banking and insurance professional firm leads

## Team Structure



**Direct Reports:** 2 x Financial Analysts, oversight of operational delivery of circa 50 people in Krakow (not line management)



## Experience Required

- CA / ACCA / CIMA or Equivalent Qualified
- Financial Reporting within a commercial environment (preferably drinks industry)
- Significant (5-10 years) technical and operational experience in a number of senior finance roles covering core processes
- Experience of set up and development within a shared service model beneficial, or similar remote working experience
- Strong systems knowledge, including SAP and KPI reporting suites
- Track record of Process improvement at a senior / functional level







<b>Salary:</b>	£75,000 - £85,000 base depending on experience, plus a 15% benefits allowance (can be taken as cash)
<b>Benefits:</b>	Bonus Company funded private medical healthcare Double matched pension (up to 10%) 35 days holiday (option to buy more / sell) Comprehensive opportunities to develop via our learning platform and courses and award-winning benefits Plus, a monthly case of our delicious ciders and beers

## The Recruitment Process



**Will Dodds, CFO Services**

M: 07494 280 151

E: [wilddodds@rutherfordcross.com](mailto:wilddodds@rutherfordcross.com)

- The search and selection process of this assignment is being managed by advising consultant, Will Dodds at Rutherford Cross – [wilddodds@rutherfordcross.com](mailto:wilddodds@rutherfordcross.com)
- Selected professionals will then be invited to interview with selected shareholders and stakeholders
- All third-party applications, enquiries and direct approaches to Heineken will be referred to Rutherford Cross