

Balzac's Coffee Ltd.

Job Posting – Senior Financial Analyst



Position Location:	Head Office, 675 Tradewind Drive, Unit 4, Ancaster, ON L9G 4V5
Position Reports to:	Director of Finance
Job Type:	Full-Time
Hours of Work:	40 hours/week (Monday through Friday)

We're looking for an analytical, technologically adept critical thinker with an appetite for system/process innovation, to join our dynamic team and take on the role of Senior Financial Analyst at Balzac's!

ABOUT BALZAC'S

Inspired by the Grand Cafés of Paris, Balzac's Coffee Roasters was brought to life by a burning ambition to bring that culture to the Great White North i.e., Canada.

POSITION SUMMARY

The Senior Financial Analyst is responsible for preparing and delivering customized, meaningful financial metrics, reports, and analysis to provide strategic insight to divisional leaders and Balzac's Coffee Ltd. as a whole. This role is a key contributor to explaining monthly financial performance and deviations from budget while also providing insight into financial trends and making recommendations to financial forecasts, enabling the business to make informed decisions. Working alongside senior business leaders the job incumbent assists in pricing analysis and costing decisions by being attuned to market price fluctuations and providing robust margin analysis. As a skilled presenter, the job incumbent will transform complex data and information into meaningful recommendations and explanations to senior business leaders.

As an innovative, technologically proficient, and experienced professional, the Senior Financial Analyst will proactively review and improve internal reporting systems and processes to streamline data collection and improve the quality of financial analytics for the entire Balzac's leadership team.

KEY RESPONSIBILITIES

- Perform detailed financial analysis and follow-up on division and department monthly performance and variances to budget related to sales, gross-margin, and price/volume/mix analysis.
- Assist the Controller in preparing a monthly financial reporting package by providing pertinent analytical and comprehensive executive level explanatory information regarding Key Performance Indicator (KPI) targets and, key metrics like price/volume/mix and gross margin analysis.
- Work closely with Director of Finance, Controller, other senior leaders, and divisional leaders to provide financial modeling and analysis to assist in preparing budgets, projections, costing decisions, and strategic plans for Balzac's Coffee Ltd. and Divisions; responding, at times, to ad-hoc requests.
- In coordination with divisional leaders, develop detailed sales build-up by product category and/or location and monthly phasing of sales ensuring appropriate margin flow through.
- Assisting the Director of Finance, drive an efficient, effective, and comprehensive process for developing financial and budgeting plans and analysis that links to the strategic objectives.

- Lead and manage projects to implement new financial system functionality and processes.
- Develop visualization/graphical mastery and dashboarding solutions that transform “mountains of data” into visualizations that provoke action and drive decision making.
- Assist in month end close processes, where needed.

QUALIFICATIONS

- Three (3) to five (5) years’ experience as a financial analyst or similar role with extensive budget/forecast experience required.
- Degree in Business with a concentration in accounting/finance or another related field is required.
- Recently completed CPA professional designation or working towards the completion of CPA, preferred.
- Experience with business analytical software such as PowerBI or Tableau, an asset.

KEY CANDIDATE COMPETENCIES

- Sound knowledge of and some experience with inventory costing.
- Advanced Microsoft Excel, PowerPoint (designing, building, and maintaining files), and business analytical software skills.
- Capable of analyzing and resolving complex questions related to financial statements.
- Adept at researching, investigating, and analyzing numerical information in order to project financial outcomes.
- Ability to clearly and professionally present financial data to various levels of management.
- Possess robust knowledge of finance, business administration and economics.
- Highly proactive and action oriented with a willingness to drive improvements and change.
- The ability to think outside the box in relation to process improvement and data integrity.

OUR EMPLOYEE PROMISE

- A casual, friendly, and supportive team culture
- Eligibility for company benefits package
- Food and store discounts

WORKING CONDITIONS

- Hybrid work arrangement – this position primarily works in an office setting but may be permitted to work remotely due to public health recommendations and office safety protocols, as assessed on case-by-case basis.
- Evenings, weekends, and some overtime hours to accommodate business demands and position requirements may be required.

HOW TO APPLY

If you think your experience, skills and career aspirations are aligned with this opportunity – please send your resume to careers@hroffsite.ca, by December 2nd, 2021 and include **“Senior Financial Analyst” in the subject line.**

We are an equal opportunity employer and encourage applications from all qualified individuals. We are committed to providing a safe, healthy, diverse, and inclusive work environment where every employee feels valued and respected. We will consider accessibility accommodations to applicants upon request.