



Job Description

9th Floor Tanzanite Park, Victoria, Dar es Salaam, Tanzania | +255 758 778 886 | info@empower.co.tz

Job Title FP&A Manager - Kampala,Uganda	Job Location Kampala	Category -
Job Type Full Time	Job level Intermediate	Industry -
Open to Expatriates Open to Expatriates & Local Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry -
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The key purpose of this role is to manage the full financial planning cycle for the country, analyze results to inform decision making and report on financial performance

Responsibilities

- Lead short-term annual budgeting for the country.
- Consolidate and review latest estimates to ensure drive towards meeting business targets
- Track and analyse results to inform management on country performance.
- Coordinate in-country and offshore GCC team to jointly manage finance operations.
- Provide financial results assurance
- Carefully review month-end journals and support
- Lead statutory financial audits
- Actualize all relevant Minimum Internal Controls.

ZBB AND COST CONTROL

- Lead the ZBB planning and budgetary process
- Ensure all ZBB policies are being adhered to
- Put in place the cost control mechanism to ensure budget attainment
- Monitor the spend and ensure costs are allocated correctly and relevant accruals and claims are accounted for.
- Clear of all ZBB accruals/provisions aging over +90days
- All leases and transactions done in accordance with DAG
- Ensure Cognos vs ERP reconciliation clear with all variances explained
- Maintenance allocations are correct between VIC, UPP and Maintenance
- Responsible for Fees Package for Country
- Responsible for Finance Function ZBB performance

CASH FLOW MANAGEMENT

- Ensure CWC management by engaging with various stakeholders (Credit, Inventory and Procurement Teams)
- Liaise with Credit Manager, PPMs and Accounts payable to monitor and control Core Working Capital
- Complete and present commentary packs and reconciliations
- Ensure Cognos vs ERP reconciliation clear with all variances explained
- Leases Owner – Ensure DAG compliance and correct accounting treatment of leases in P&L and Balance Sheet

- Understand and responsible for financial lines (Non-Cash Non-Recurring, Non-Cash Working Capital, Derivatives, Leases)
- Review accounting treatment for CF done by GCC

MONTHLY CYCLE AND REPORTING

- Ensure complete and accurate reporting for both CF and ZBB
- Track monthly ZBB, P&L and CF performance against PY, BU and LE and explain variance
- Lead monthly ZBB, P&L and CF review meetings with Cost Center Managers and senior management
- Lead the Latest Estimate (LE) process and reporting for (ZBB, CF & P&L)
- Review all LE's submitted by business for completeness and Accuracy (ZBB and CF)
- Analyze the performance and prepare regular reports for Senior management on progress, risks and opportunities.
- Maintain Risk and Opportunity tracker for CF, P&L and ZBB
- R&O assessment and reporting on their probabilities of occurrence
- Complete monthly reporting packs for CF, P&L and ZBB
- Review mix files
- Implement Zone requirements that may be adjusted from time to time

Education & Qualifications

- Bachelor of Commerce Accounting degree
- Professional accreditation (CIMA, MBA)
- 4 – 6 years of experience working at an FMCG company

Technical competencies

- Excellent technical financial and accounting skills.
- Cash Flow Accounting and Management
- Core Working Capital Management Skills
- Ability to analyse and interpret financial information.
- Good communication skills
- Masters Excel and Powerpoint
- Strong business acumen

Behavioral & Interpersonal Competencies:

- Excellent interpersonal & communications skills
- High sense for accuracy
- Used to working with deadlines
- High level of service mindset
- Highly results focused
- Self Starter
- Challenger of the status quo
- Excellent analytical and reporting skills & problem solver
- Ability to work in a well-organized, accurate and reliable manner
- Leads by example, and lives the company's values
- Able to work on own initiative and prioritize workload effectively

Reporting To

Finance Country Manager

Driving Licence

Not Required

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