JOHN SMITH

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**FP&A MANAGER – 15 years’ experience in Manufacturing**

**SELECTED ACHIEVEMENTS**

* Team reduction and reorganization: led the reorganization of a team of 11 FP&A professionals with 5 departures, 2 arrivals. Led the transfer of reporting activities to shared services in just 3 months
* Cost reduction: in a context of continual hourly rate increase over the last 10 years due, we inverted the trend and reduced the hourly rate (-3%) and standard costs (-$5M) the last 2 years through structure costs reduction, productivity and additional workload
* Make finance a value-added function: streamlining processes (reduction of team from 11 to 8 people without lost in output), simplifying and reducing reports made by finance (from 50 reports per month, went down to 35 reports), implementation of value-added analysis (e.g. products profitability analysis helped improve profitability of one product by 5%)
* Inter-Cultural management: managed people from USA and Mexico using 2 languages (English & Spanish)

**EXPERIENCE**

*Since 2020:* **Head of FP&A at Best Manufacturing Company (USA) (current position)**

* Leading a team of 8 FP&A Analysts (managed the change from 11 to 8 employees in 6 months)
* International scope with 2 sites in USA and Mexico for $300M Turnover
* Regular reporting to the Business Line and Country Management
* Leading cost savings initiatives (helped decrease hourly rate by 3% the last two years)
* Involved in the strategy and bids activities (major bid of $100M for the next 5 years)
* Industrial controlling: review of hourly rate (built template to facilitate review), inventory (implemented a monthly review of inventory leading to an improvement of working capital by $8M) and manufacturing variances (revamped of the ERP system to understand the source of variances)
* Budget: reduced the iteration of budgeting from 5 versions to 3 versions. Responsible for all budgeting and forecasting activities (Commercial, HR, P&L, Investment & Cash)
* Responsible of the internal control framework for the site (120 internal control to be reviewed yearly)

*2016-2019:* **FP&A Manager at Manufacturing Goods Company (3 years)**

* Support multi-year budget of a 500 people plant with an annual turnover of $120M
* Restructuring plan for 50 persons presented to management and group
* Managed a team of 3 FP&A Analysts on industrial activities. Responsible of hiring and training the team (team built from scratch)
* Implementation of standard costing reports for the production management which helped identified variances and areas of improvement for our 2 main products (standard costs decreased by respectively 8 and 6%)

*2014-2016:* **Manager in Financial Audit at PwC New York (2 years)**

1) Audit of manufacturing companies (70% of portfolio), exposed to other industries (commercial companies)

* Supervision of audits under US GAAP (statutory and consolidation)
* Production and presentation of board papers, executive summaries and memos

2) Internal projects

* Improvement of audit processes leading to a saving in 5% of audit time for our sector
* Instructor for trainings for 120 auditors (Audit and Excel)

*2012-2014:* **Assistant Manager and Senior in Financial Audit at PwC Mexico (2 years)**

 Audit of manufacturing companies

* Adapted to a new work environment, in a different country with a different working culture. Working environment 100% in Spanish
* Supervise, schedule, conduct and organize audits under US GAAP (statutory and consolidation)
* Project management: budgeting, task allocation, planning, monitoring
* Team management: coaching, review, monitoring, motivation, leading by example, cross cultural management (team members from different nationalities and culture)
* Instructor for trainings for 50 auditors and brought best practices from New York Office (Audit and Excel)

*2009-2012:* **Senior and Junior in Financial Audit at PwC New York (3 years)**

 Audit of Manufacturing Companies

* Perform audits under US GAAP
* Developed a strong knowledge in Financial Services (best practices, key processes, products, investments, accounting methods, regulatory specificities)
* Team management: coaching, review, monitoring, motivation, leading by example

*2007-2008:* **FP&A Intern Analyst at Nice Manufacturing Company (internship: 12 months)**

Group reporting department *(Boston, USA)*

* Analysis and review of the subsidiaries’ monthly financial consolidation reporting for the Group CFO
* Review of key performance indicators: P&L, Balance Sheet, EBITDA, Cash flow Statement
* Management and helpline of the Information System for reporting and consolidation (Magnitude)

**EDUCATION**

*2005-2009:* **MBA in Finance & Management** *(East Carolina University, North Carolina)*

*2003-2005:* **Bachelor** **in Finance & Management (2-year University Diploma)***(East Carolina University, North Carolina)*

*Languages*: English: native speaker

Spanish: fluent (C2), lived & worked 2 years in Mexico

*I.T. skills:* Strong skills in Excel (tought Excel to 120 people, built Financial Models, at ease with Pivot, advanced formulas and PowerQuery), Powerpoint (built 300 presentations over my career), Word and Outlook. Creation of PowerBI dashboards and 6 months experience in BI implementation. 5 years’ experience with Oracle, Anaplan, IBM Planning Analytics and Magnitude

**MISCELLANEOUS**

Internet presence: posting on a blog about FP&A in manufacturing. Posting regularly on finance best practices, participating to podcasts, networking with experienced people in Finance

Small jobs as a student**:** Marketing director’s assistant, business plan for an entrepreneur, DJ, airport receptionist, sport educator, worker, gardener and event host

Sport: Currently: fitness, cycling & running. Previously: basketball experience as a captain and a trainer (Federal diploma)

Travels: South America, South East Asia and Western Europe

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**[Get your interview prep guide (50 questions & answers for finance interviews)](https://nicolasboucher.gumroad.com/l/50-interview-questions-and-answers-for-finance-jobs)**

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