

IND HEMP

Job Description: Senior FP&A and Market Analyst

The Analyst will perform quantitative analysis concerning two fields within the organizations: Financial Planning and Market Analysis. Primary tasks will include 1) maintaining a proforma financial model, 2) monitoring/quantifying operations variables/KPIs, and 3) performing analysis of competitors and markets and developing product/relevant commodity price indexes. The defining feature of the Analyst's responsibilities is the integration therein of the primary tasks for cash flow planning, manufacturing cost accounting, product pricing assessment, and supporting management with data for strategic decision making.

The Employee will report to the CFO. Oversight and general direction may be provided by other senior executives, i.e., the CSO, CEO and Controller. It is expected that the Employee will work independently and in teams with general and specific direction. Work packages will have scheduling and deliverable targets defined by the CFO and CSO/CEO. The Employee will be responsible for meeting these targets to the best of his or her ability.

Location: On site office in Bozeman, Montana area; periodic meetings in Fort Benton, Montana.

Duties and Responsibilities

Include but are not limited to:

General:

- Consult with management to guide and support long term and strategic decision by providing data, schedules and reports.
- Compile and analyze statistical data.
- Interpret data, formulate reports and make recommendations.
- Work with other parts of the organization (e.g., sales, production, agronomy) to collect and interpret data.

Financial:

- Consolidate and analyze financial data (budgets, income statement forecasts, etc.).
- Assemble and summarize data to structure reports on financial status and risks.
- Track and determine financial status by analyzing actual results in comparison with forecasts.
- Identify opportunities to improve efficiency, productivity, working capital utilization and operating costs.
- Lead and support the Company's annual budgeting and quarterly forecasting processes.
- Support strategic planning processes.
- Use and/or develop a proforma financial model(s).
- Perform monthly updates to model with actual, historical data.
- Develop and maintain Company's near-term cash forecast.
- Perform updated forecasts quarterly.
- Participate in the monthly / quarterly accounting close.
- Analyze risks and opportunities of business proposals to determine impact on financial results.
- Special projects would include performing sensitivity and variance analysis on topics including pricing and unit profitability, and operational KPI development.

Market Research:

- Collect data on consumers, competitors and marketplace and consolidate information into actionable items, reports and presentations.
- Perform valid and reliable market research SWOT analysis.
- Use market research and catalogue findings to database.
- Provide competitive analysis on various companies' market offerings, identify market trends, pricing/business models, sales and methods of operation.
- Remain fully informed on market trends, other parties' research and implement best practices.

Qualifications:

Education/Experience:

- Bachelor's degree in Accounting or Finance and at least 3-5 years in financial management.
- Experience in a Corporate or investment FP&A role and budgeting planning process/cycle.
- Experience collecting, interpreting and reporting on market data and dynamics.
- Experience working for a U.S.-based manufacturing company highly preferred.
- Experience working with Netsuite highly preferred.

Required Knowledge, Skills and Abilities:

- Experience with financial budgeting/forecast leadership, and strong financial analysis skills – including being detail oriented and proficient in building and using complicated data sources.
- Experience with working capital improvement and intercompany transactions preferred.
- Excellent verbal and written communication skills.
- Ability to work on multiple projects simultaneously and prioritize and deliver results within short/tight deadlines and with high precision.
- Ability to think creatively, highly-driven and self-motivated with a demonstrated ability to work independently.
- Demonstrated ability to roll-up sleeves and work with team members in a hands-on capacity.
- Understands the meaning and implications of a company's financial statement, while also seeing the larger picture of how a company's total financial position is impacted by the combination of assets, liabilities, cash flow, and income.
- High attention to detail with excellent analytic data mining and research skills.
- Strong knowledge of Generally Accepted Accounting Principles (US GAAP).
- Advanced Microsoft Excel "power user" skills required.
- Exceptional skills in MS Excel Word and PowerPoint are also a must.

IND HEMP, LLC, a Delaware public benefit company, is an EOE for minorities, females, protected veterans, and individuals with disabilities. This position offers a complete benefit package, including 401k, health, dental and vision insurance. IND HEMP requires successful completion of a pre-employment drug screen and background check.