



Job Title: Financial Planning and Analysis Manager
Department: Financial Planning and Analysis
Reports To: Director of Financial Planning and Analysis
Supervises: Financial Planning Analysts
Job Group: Professionals
Exempt or Non-Exempt: Exempt

Job Description:

This position will perform financial planning and analysis for assigned region(s) of the company by providing timely insight related to business results and trends. This will be accomplished by developing strong relationships with field management and working collaboratively on action planning.

At RDO Equipment Co., we make decisions thoughtfully, balancing the impact on each of our stakeholders, and enact those decisions according to each of our core values. In this way, we find purpose in our work and pride in our purpose.

Specific Duties Include:

- Responsible for leading and directing the growth and development within the Financial Planning and Analysis Team.
- Responsible for reviewing and providing guidance to team members through:
 - Further interpreting financial and operational analysis and reports
 - Identifying and implementing ways to increase accuracy related to budgeting and planning efforts
 - Refinement of existing and development of new Key Performance Indicators
- Leads initiatives on specific analysis of a business function as directed and through self-identification.
- Performs what-if analysis, as well as analyzes the financial and operational impact of changes in business and new business opportunities.
- Leads the development of meaningful action plans through team members and field management which have resulted from the financial planning and analysis activities, business review meetings and the MMR (monthly management review).
- Drives initiatives to streamline efforts within the Financial Planning and Analysis Department. Also drives efforts to streamline other business processes and reporting related to business planning and efficiency improvement.
- Builds a strong working relationship with Executive and Regional Vice Presidents, Field Management and Field Support Office Management in order to be viewed as a valued member of their teams.
- Ensure timely delivery of information to all relevant stakeholders. This includes providing tracking of results related to action plans, stakeholder scorecard and various other key metric reports.

- Develops relationships with original equipment manufacturers (OEM) and leads tracking efforts, analysis and communication related to OEM sponsored marketing and incentive programs.
- Assists other department personnel to ensure customer satisfaction
- Follow all safety rules and regulations while performing work assignments and adhere to all policies and procedures as specified in company manuals and as directed in the employee handbook.
- Conduct self in the presence of customers and community to present a professional image of RDO Equipment Co.
- Proactively seek and participate in available company-sponsored training, to develop and advance knowledge base and skill set.
- Participate in all company/location driven communication efforts, including open book meetings, huddles, department meetings and other related efforts.
- Maintain a positive and professional working relationship with peers, management and support resources, with a constant commitment to teamwork and exemplary customer service.
- Perform all other duties as assigned by management in a professional and efficient manner.

Job Requirements:

- A bachelor's degree in Accounting, Finance or Business is recommended.
- The candidate must have 8 or more years of relevant experience in analysis and budgeting within an applicable field.
- The ideal candidate is a self-starter who can work independently while also leading team initiatives.
- A strong understanding of standard accounting concepts, practices, and procedures is required.
- The candidate must demonstrate strong attention to detail while maintaining the ability to understand the broader organizational picture.
- Excellent analytical skills are essential, with the ability to rely on experience and sound judgment to plan and accomplish goals.
- The candidate must have proven problem-solving skills, communicate effectively with others, and demonstrate resourcefulness in independently resolving challenges.
- Strong information-seeking skills and a demonstrated drive to take initiative and achieve results are required.
- The candidate must possess excellent computer skills, including advanced proficiency in Microsoft Excel.
- Excellent customer service skills are required.
- The candidate must have strong oral and written communication skills.
- The ability to travel up to 30% is required.
- Candidates must have valid work authorization and be able to work in the U.S. without company sponsorship.

EOE/M/F/Disabled/Veteran

Essential Job Functions:

Activity	Never	Occasionally	Frequently	Constantly
Hours Per Day	0 Hours	Up to 3 hours per day	3-6 hours per day	6-8+ hours
Sitting				X
Walking		X		
Standing		X		
Bending (neck)			X	
Bending (waist)		X		
Squatting	X			
Climbing	X			
Kneeling	X			
Crawling	X			
Twisting (neck)		X		
Twisting (waist)		X		
Hand Use: Dominant Hand Right ___ Left ___				
Is repetitive use of hand required?		X		
Simple Grasping		X		
Power Grasping	X			
Fine Manipulation	X			
Pushing/Pulling		X		
Reaching (above shoulder level)		X		
Reaching (below shoulder level)		X		
Lifting:				
0-10 lbs.			X	
11-25 lbs.	X			
26-50 lbs.	X			
51-75 lbs.	X			
76-100 lbs.	X			
Carrying:				
0-10 lbs.			X	
11-25 lbs.	X			
26-50 lbs.	X			
51-75 lbs.	X			
76-100 lbs.	X			
Driving cars, trucks, forklifts, other equipment?	X			