



Makes the Sums Work **(Commercial Accountant - Interim)**

Ella's Background

Ella's Kitchen was set up by Paul Lindley to promote healthy eating amongst babies and young children. We're a highly entrepreneurial and values driven company which has achieved impressive growth to £80m turnover, with a team of 80 employees based at Ella's Barn near Henley. Our baby and toddler food pouches can be found in key retailers across the UK as well as the Scandinavian and BeNeLux markets. We are a brand recognised for its high-quality ingredients and ethical credentials which are visible throughout our supply chain and in our social and charity work. Ella's is part of the Hain Celestial group, and we are very proud to be an accredited B-Corp and included in the Sunday Times Best Companies top 100 list 5 years in a row

Ella's Kitchen is recruiting a Commercial Accountant to support the business in delivering world class financial planning and analysis. You will ensure that Ella's Kitchen are compliant with external and Hain Celestial financial reporting requirements, as well as providing a variety of management reporting to enable effective decision making.

At Ella's Kitchen, we are guided by our values; they set the tone of our culture, and we look out for newbies who will be a natural fit to our values and complement and contribute to our business. You will be joining a team of people who meet personal and business challenges with hard work and a massive smile.

Location: Near Henley-on-Thames

Reports to: Runs Making the Sums Work

Contract: Fixed Term - 15 months, Full-Time

Purpose of role:

Add value to Ella's Kitchen by working closely with the commercial finance team to ensure robust financial analysis supports commercial decision making at Ella's Kitchen. Take responsibility for the monthly accounting of Trade Spend, including detailed analysis and management reporting on the actual results compared to forecasts. Work with the commercial team to prepare quarterly forecasts and the annual budget. Assist in preparation and submission of monthly US reporting packs.

Role activities / responsibilities:

Deals (Sales) team business partnering and financial planning, including:

- Own the trade allocations and trade spend of the Sales team with a robust understanding of current accounting standards and regulations, applicable to commercial accountancy
- Business partner with the Sales team to generate comprehensive business plans that are aligned to commercial strategy, to facilitate effective customer trade spend to budget/forecast
- Management of month end accruals for all trade spend
- Own and develop trade spend dashboards in partnership with the Sales management team

Pricing

- Complete pricing reconciliations across our different systems and ensure accurate pricing ahead of forecasts and budgets
- Maintain and take ownership for the pricing submission template, in alignment with revenue management strategy, providing guidance and support to the Sales team as required

Reporting

- Provide support to the FP&A Manager with monthly reporting packs including variance analysis of Net Sales and provide insights and commentary on performance
- Design and implement internal tools including dashboards and integration systems to interact with new Global Oracle Enterprise Performance Management system
- Support Sarbox Internal controls compliance (Sarbox), ensuring that internal control processes are in place and effectively monitored
- Ensure that data in company systems is up to date and accurate
- Support on internal and external financial audits, answering questions and providing supporting documentation as required
- Provide holiday cover as required

You will need to:

- 😊 Be a qualified accountant (ACA, CIMA, ACCA) with previous commercial accounting experience, preferably in FMCG and matrix organisations
- 😊 Able to work independently, with a proactive approach to problem solving and working with complex data
- 😊 Excellent stakeholder management
- 😊 Embrace, embody and exude all that is special and unique about Ella's Kitchen
- 😊 Be driven and results orientated with a desire to achieve
- 😊 Have good numeracy skills to be comfortable working with numbers
- 😊 Have good Microsoft Office skills, particularly Excel

- 😊 Experience of using a finance system would be preferable (we use SAP Business One)
- 😊 Have a strong attention to detail and an ability to work to deadlines with accuracy
- 😊 Have the ability to manage your workload around busy periods and key deadlines
- 😊 Have good communication skills with the ability to speak to others in the business at all levels
- 😊 Demonstrable ability to live and breathe our values: Win Together, Be Curious, Own It, Foster Inclusion

Salary and benefits

- 😊 Bucket loads of training and development, supporting your career pathway
- 😊 Competitive salary
- 😊 A Box of Treats, including private medical, pension, life assurance, 25 days holiday, high street discounts, a yummy breakfast every morning, pamper days, Give It A Go days, volunteering days... to name only a few!
- 😊 A really awesome place to come to work every day... our beautiful Barns in the Oxfordshire countryside