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| **ROLE Title:** | FINANCE ANALYST, RETENTION | **DAte:** | 22nd JAN 2025 |
| **GRADE:** | GRADE C | **Business Unit:** | CONSUMER FINANCE |
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| **Role** | **Key Responsibilities:** | **Skills / Knowledge / Experience:** | **Competencies / Values** |
| **Role Purpose**:Support the Consumer Roadside business to deliver and exceed budget for the retention of existing members, focussed on the delivery of targets for both volume and value**Role Dimension:**Work with the Senior Finance Business Partner for Retention to deliver:* Weekly outlooks for 3 months ahead
* Intra-week reporting on performance vs budget and prior year
* Mthly performance vs budget and prior year
* Annual budgets and in-year re-forecasts
* Management of risks and opportunities
* Analysis to understand budget or prior year variances and support decision making

The Consumer Finance team has 13 team members across FP&A and supporting the Acquisition and Retention businesses. The Retention Finance team comprise four of those roles. You will work alongside another Finance Analyst and a Finance Business Partner to support the Senior Finance Business Partner**Reports to:** Senior Finance Business Partner for Retention**Relationships:**You will partner with stakeholders in pricing, trading, commercial and customer experience teams, as well as the insight team and with data owners in the technology team | ***What the role must deliver***Inform business leaders and support their decision-making through commercial understanding of the business area you support, with emphasis on:* Pricing and discounting
* Renewal rates of members by cohort
* In-life impact on revenue through mid-term changes

Support in the development and maintenance of a suite of reports and ad hoc analysis that fulfil the needs of your business partners, incorporating both volume and value measures to:* Understand performance drivers
* Identify areas of under/over performance
* Draw out and highlight trends
* Analyse results and KPIs versus budget / prior years
* Bring these reports to life for your business partners through the addition of insightful commercial commentary in weekly / monthly trading and commercial review meetings
* Ensure your stakeholders understand their reported numbers and impacts on actions in the business

Support provision of financial appraisal and decision support:* Understand commercial decisions being made
* Perform required analysis e.g. Net Present Value, Cost Benefit, investment payback periods to support investments

Support the business area in developing annual budgets and forecasting ensuring clear assumptions, appropriate phasing, sign off by business leaders and a clear understanding of the drivers that support the plans.  | * Part qualified accountant or wanting to start studies with some experience of working with business stakeholders
* SQL skills and ability to write queries and extract data from source systems
* Strong user of Excel with strong financial modelling skills
* Strong analytical skills
* Good understanding of commercial drivers of a business
* Good organisational skills
* Ability to assimilate information quickly
* Able to challenge constructively
* Good communications skills – written and verbal
* Quick to build relationships with others including in non-finance roles
* Demonstrates credibility
 | Need to exhibit behaviours consistent with RAC core values and competencies.**Key competencies:*** Achievement Drive – Level 2
* Commercial Awareness – Level 2
* Judgement & Decision-Making – Level 2
* Interpersonal & Influencing Skills – Level 2
* Continuous Improvement – Level 2
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