

Fidra Tech	Job Description	Ref No.: FTHR0X260111
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Job Title: **FP&A**

Role Overview

The Corporate FP&A lead is responsible for driving financial planning, performance management, and strategic financial insight across the group, including **Lenador** and **Fidra Tech**. This role acts as a central finance partner to executive leadership, enabling data-driven decision-making, capital allocation, and long-term value creation.

Operating at a group level, the FP&A function ensures financial alignment across multiple business units, platforms, and revenue models, while maintaining visibility into performance, risks, and growth opportunities.

Key Responsibilities

Group Financial Planning & Forecasting

- Lead group-wide budgeting, forecasting, and long-range planning processes.
- Consolidate financial plans across Lenador, Fidra Tech, and associated platforms.
- Develop rolling forecasts and scenario models to support strategic planning.
- Ensure alignment between operational plans, financial targets, and growth strategy.

Performance Management & Insights

- Monitor financial and operational performance across all business units.
- Analyze variances against budget, forecast, and prior periods.
- Provide actionable insights and recommendations to executive leadership.
- Develop and maintain KPIs, dashboards, and management reporting frameworks.

Strategic Analysis & Decision Support

- Support executive leadership with financial modeling, business cases, and investment analysis.
- Evaluate new initiatives, product launches, partnerships, and expansion opportunities.
- Assess profitability by platform, product, geography, and partner segment.
- Support pricing strategies, unit economics, and margin optimization.

Group Consolidation & Reporting

- Oversee group-level financial consolidation and management reporting.
- Ensure consistency of assumptions, methodologies, and financial definitions across entities.
- Work closely with Finance Managers to validate data accuracy and integrity.
- Prepare executive-level reports and board-ready financial presentations.

Capital Planning & Resource Allocation

- Support capital allocation decisions, funding requirements, and cash planning.
- Analyze ROI on major investments, technology initiatives, and marketing spend.

- Assist in fundraising, investor reporting, and strategic financing activities where applicable.
- Support leadership in balancing growth, profitability, and cash flow objectives.

FP&A Governance & Process Excellence

- Establish FP&A standards, processes, and best practices across the group.
- Drive automation, tools, and systems to enhance reporting efficiency and accuracy.
- Ensure strong coordination between FP&A, Accounting, Operations, and Commercial teams.
- Build and develop FP&A capabilities and talent as the group scales.

Cross-Functional Collaboration

The Corporate FP&A role will work closely with:

- **Executive Leadership** – to support strategy, performance, and decision-making.
- **Finance Managers & Accounting Teams** – to ensure data accuracy and alignment.
- **Marketing & Growth** – to assess CAC, ROI, and growth efficiency.
- **Product & Platform Teams** – to analyze unit economics and feature impact.
- **Partnerships & Sales** – to support revenue forecasting and commercial models.
- **Legal & Governance** – for financial implications of contracts and structures.

Key Performance Indicators (KPIs)

- Forecast accuracy and planning reliability
- Quality and timeliness of management reporting
- Visibility into profitability and unit economics
- Effectiveness of scenario modeling and decision support
- Alignment between strategy, budgets, and execution
- ROI analysis and capital efficiency
- Executive satisfaction with FP&A insights

Required Experience & Qualifications

Experience

- 8–12+ years of experience in FP&A, corporate finance, or strategic finance roles.
- Proven experience operating at group or multi-entity level.
- Experience in technology, platforms, marketplaces, or high-growth businesses is strongly preferred.
- Strong exposure to budgeting, forecasting, consolidation, and executive reporting.
- Experience supporting senior leadership and board-level discussions.

Professional Skills

- Strong financial modeling, analytical, and problem-solving skills.
- Ability to translate complex financial data into clear business insights.
- Strategic mindset with strong commercial awareness.
- High attention to detail with the ability to see the big picture.
- Strong communication and stakeholder management skills.
- Advanced proficiency in financial systems, ERP, BI tools, and Excel.

Education

- Bachelor's degree in Finance, Accounting, Economics, or Business Administration.
- Professional qualifications such as **CIMA, CPA, ACCA, CFA** are highly preferred.
- MBA or Master's degree in Finance is an advantage.

