



Rainbow Chicken
currently has the following Vacancy:
Regional Commercial Executive - Inland Region
Rustenburg

RAINBOW Chicken is actively looking for a **Regional Commercial Executive** to oversee their Inland business. The role will be required to lead the provision of strategic, continuous, and direct commercial support and insight for the Chicken operations. Assure the delivery of enhanced business profitability and costing information designed to unlock profit opportunities, assist in focused strategic decision-making, and drive profitability.

Drive ongoing, robust commercial engagement with the rest of the Business. Manage and coordinate commercial and financial aspects across the regions and support the entire value chain including agriculture, processing, distribution, and customer to the broader business. Provide accurate and timeous operational financial reporting and ensure corporate governance compliance across the Chicken operation.

Minimum Requirements:

- CA or CIMA or equivalent
- More than 10 years' experience, including commercial costing, people management and some exposure to milling, agriculture, processing and/or manufacturing environments.
- Experience in leading business / cross functional projects
- Excellent analytical and communication skills
- Ability to make an impact in a complex environment, manage parallel tasks and challenge pro-actively
- Strong integrity, objectivity and independence of judgement
- Ability to identify and define simplification and automation opportunities

Key Responsibilities:

Strategy Contribution and Execution

Together with the Finance and Operational Director co-create and drive the formulation and implementation of the Chicken strategy that supports the overall Rainbow Strategy and:

- Ensure that assigned commercial strategic targets are operationalised and achieved.
- Provide and promote the commercial and financial perspective in the growth strategy.
- From engagement with functional leadership, drive the provision of strategic commercial and operations financial support and constantly evaluate alignment and execution against Business requirements.
- Drive strategic commercial and operations financial support and constantly evaluate alignment and execution against overall Chicken strategy.

Customer Pricing and mix management

- Together with the front-end Commercial Executive provide pricing support to the customer teams for the successful conclusion of price negotiations that meet profitability objectives and ensure that products are sold at targeted margins.
- Constantly review customer performance data for opportunities relating to improved efficiencies and pricing.
- Assist with the formulation and implementation of the optimal mix and resolution of stock which supports the overall national Customer strategy.

Budgeting and Forecasting

- Coordinate and control the entire Company's budget process and delivery within deadlines.
- Oversee the consolidation of the budget input from the various regions and the rest of the business and sense check reasonableness and ensure supports overall Rainbow strategy.
- Provide input regarding the formulation of the regional budgets.
- Ensure that CAPEX budgets support the prioritisation of projects based on return on investment and risk and are in terms of the overall Chicken growth strategy.
- Report the budget in the required format and present it to the Executive team.
- Draft the executive summary and ensure that the final budget document / presentation reflects the strategic intent and adequately communicates the year's 'story' and explains major variances.
- Provide reporting against budgets and forecasts and together with the Regional Commercial Executives to ensure that any overspend or under recovery are addressed.

Capital investment

- Lead the commercial input for all new investment opportunities and work closely with the Regional commercial Executives to ensure optimal allocation of available capital.
- Evaluate capital investment projects as and when they arise by reviewing the financial indicators and ensuring that projects yield the required return.
- Evaluate return on investment information to assist with the prioritisation of projects.
- Identify sound investment opportunities for the business and communicate such to the appropriate role-players.
- Lead the reporting of post implementation reviews to the business.

Cost control and management

- Continuously work with the Regional commercial executives and the Operations director to identify KPI and cost saving opportunities or areas where waste/inefficiencies can be eliminated and influence corrective action.
- Drive decision-making in commercial contracts that will impact on and benefit the Business.
- Implement uniform, standardized process and controls to manage costs and drive governance and accountability across regional teams.

Reporting

- Deliver accurate month end and year end results that are in terms with IFRS.
- Together with the Financial Executive ensure appropriate external and internal audit arrangements are in place and assist in managing audit process to meet deadlines.
- Together with the Financial Executive ensure that all year end and other reporting financial deadlines are met.
- Perform comparative analyses of results to budget, forecast and last year to test accuracy and demonstrate a clear understanding of reasons for variances.
- Provide monthly feedback on the financial performance and clearly articulate the impact of Front-end performance, key KPIs and cost management.
- Identify opportunities for value added reporting to improve the quality and content of reporting and messaging into senior management.
- Compile and analyse various reports for the month-end reporting as well as other ad hoc reports and presentations for leadership, Executive meetings, and Board meetings.
- Through regular review, ensure that there are no high-risk audit exceptions for the attention of the audit committee.

Commercial Insight and Technical Expertise

- Oversee calculations, detailed analysis and associated recommendations emanating from any and all queries that arise as a result of changes in business operations, the economic climate or potentially might offer more profitable solutions.
- Provide expertise in executive team meetings and to internal clients and colleagues and recommend solutions based on insights and findings.
- Provide practical and strategic commercial expertise and insights to external customers as part of regular engagement and ad hoc requests.
- Provide strategic commercial insight for new projects including the application of financial modeling tools such as discounted cash flows to evaluate the financial benefits and payback of new projects.
- Provide strategic commercial insight in the implementation of projects related to Operations.

Governance Compliance

- Ensure compliance with IFRS, the Income Tax and VAT Acts, corporate governance, and Business-wide operational procedures internal controls.
- Ensure national compliance with Capex application.
- Ensure post implementation audits are completed and results are submitted and distributed accordingly.

Team Leadership

- Strategically manage team performance and time allocation, harmonizing team availability with organizational imperatives.
- Pioneering the formulation and execution of comprehensive succession plans to nurture a pipeline of future leaders and specialists, ensuring the organization maintains an enviable talent pool.
- Spearhead the development of employees in strict adherence to pertinent labour laws and regulatory frameworks, including the Labour Relations Act, Employment Equity Act, Basic Conditions of Employment Act, and the Skills Development Act.
- Rigorously monitor commercial team performance, delivering insightful feedback and steering activities to consistently surpass service benchmarks while upholding protocols.
- Offer seasoned guidance and unwavering support to the team, cultivating a culture of excellence and propelling them towards surpassing organizational objectives.
- Champion a culture of continuous learning and development, harnessing available training avenues and actively shaping innovative training solutions in collaboration with national training experts.
- Conduct judicious performance assessments with subordinates, employing astute insights to propel individual and team growth.
- Establish and fortify robust communication channels and organizational structures, ensuring seamless dissemination of information and fostering a cohesive working environment.
- Spearhead the team towards strategic objectives and targets, leveraging cutting-edge talent management tools and fostering a culture of innovation and strategic agility.
- Cultivate and lead high-performing, multidisciplinary teams, orchestrating collaborative efforts to overcome complex commercial challenges with finesse.

Closing Date: 19 August 2024

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