

Ryan Hill
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SR. FINANCE MANAGER

Summary
Finance professional with a successful track record of driving the financial planning cycle and transforming strategic goals into operational plans. Demonstrated ability to build strong financial models, improve processes and drive business results. Self-starter and creative problem solver. Passionate about building a collaborative environment and empowering people.

Experience
Sr. Finance Manager
Jan 2015
to
Sep 2015
Company Name
City
,
State
Served as Global FP&A lead to VP of Finance in all planning related questions and communication with Corp FP&A. Led the Annual Global Field Quota plan setting process (\$6B) including product hierarchy update, definition and communication of content requirements. Conducted in-depth analysis and provided recommendations to GMs, COO and CFO for meeting the company's strategic goals in terms of growth and profitability. Led the Customer Operations Expense Planning process of \$2B and re-allocated budget in accordance with top line changes. Successfully incorporated the sales commissions model by creating a unified data structure and input requirements. Achieved synergies and visibility for the team. Led the Monthly Close, Forecast and Management Reporting processes and provided guidance and support to local Field FP&A teams. Drove and implemented an accelerated Monthly close process by 3 business days, that

provided early visibility into final results and streamlined the decision making process for adjusting entries. Achieved <0.5% variance="" to="" forecast="" in="" q1'15="" and="" q2'15="" recognized="" as="" best="" performing="" fp&a="" individual="" and="" received="" the="" cfo="" gold="" standard="" award="" q1'15="">
"in recognition of Role Modeling of Execution and Passion in Being Exceptional at the Fundamentals"

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Managed the hiring and on-boarding process of two reports in headquarters and three individuals on other teams in Bulgaria. Developed a transition plan of reporting activities to offshore teams in order to scale operations.
Finance Manager
Jul 2013
to
Dec 2014
Company Name
City
,
State

Developed an Expense Planning model for Customer Operations budget allocation of \$2B. Established a global calendar and share point that drove better communication and collaboration across teams. Received Spot Award in Oct'14 and Excellence Award in Dec'14. Created and established a standard Financial dashboard for Customer Operations to highlight performance and outline improvement areas. Provided recommendations to senior management for prioritizing investments, mitigating risk areas and improving performance. Created and established a standard weekly Headcount dashboard for Customer Operations (8000+ employees) that streamlined the reporting process, drove timely hiring decisions, cost efficiencies and alignment with Corp FP&A needs. Led the Field FP&A team in systems related projects such as Hyperion Planning/Essbase and Coupa implementations. Coordinated the team during the testing phase and provided consolidated feedback to systems team. Initiated new events policy that helped streamline the criteria for revenue and expense

recognition resulting in accelerated accrual submission, accurate reporting and better collaboration.
Sr. Financial Analyst
Jul 2012
to
Jul 2013
Company Name
City
,
State
Finance Business Partner to the VP of WW Operations and VP of Strategy and Enablement

and providing strategic financial support.
Prepared and presented the monthly forecast, annual plan and mid-year plan update.
Developed a Financial dashboard with KPIs for
Quarterly Business Reviews to highlight performance and areas of improvement. Outlined
action plans, owners and tracked execution.
Analyzed headcount direct costs and helped realize savings of \$1.75M annually by shifting
roles to offshore locations. Proposed and
achieved other cost savings of \$1.25M annually through contract renegotiation and
prioritizing of activities.
Developed a Programs spend dashboard to track budget utilization, calculate monthly
accruals and perform Actual to Budget variance
analysis.

Sr. Financial Analyst

Mar 2010

to

Jul 2012

Company Name

City

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State

Direct report to a Sr. Director of Finance. Developed a monthly Forecast process and Annual
Plan for Americas Field Sales (1,500+
employees). Prepared a KPI dashboard for Quarterly business reviews. Analyzed results and
provided senior leadership with
recommendations for improvement.

Developed and maintained a Headcount dashboard for weekly, monthly and quarterly
reviews with senior leadership and recruiting team

that helped track, forecast and analyze headcount changes and cost impact.

Implemented a new cost center structure to align the new segments, verticals and regions
for management reporting purposes. Transitioned
and maintained all legacy cost centers. Received MVP H2'11 award.

Expert Strategy Controlling

Jul 2006

to

Mar 2010

Company Name

City

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State

Prepared the 5-year Business Plan and Annual Operating Plan. Participated in portfolio
review meetings and analyzed inputs for optimized
product strategy. Incorporated external market analysis in business plan proposal and
developed set of strategic goals and recommendations.

Prepared the Quarterly Forecast and Monthly Management Reports for CFO area and Actual
to Budget variance analysis. Developed a

fleet management analysis which resulted in a fuel efficiency program with annual savings
of 0.5M EUR. Prepared Logistics outsourcing

scenarios as part of restructuring plan and achieved annual savings of 1.25M EUR.

Participated in a 6-month rotational program in Marketing Controlling area and prepared
Business Cases and ROI analysis.

Internship in Sales Channels Controlling Department

Apr 2004

to

Mar 2006

Company Name

City

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State

Prepared analysis, evaluation and review of sales activities with Partner sales team.

Responsible for preparing and presenting the quarterly commissions forecast, calculation of
the monthly accruals and participated in audit

reviews at year end. Performed Actual to Budget variance analysis and summarized results
for management review.

Internship in Quality Management Systems Department

Dec 2001

to

Mar 2004

Company Name

City

,

State

Implemented quality management systems and issued DIN ISO certification to eight midsize manufacturing companies. Deliverables
included introductory presentations, training and process documentation.

Internship in Office Management

Jun 2000

to

Nov 2001

Company Name

City

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State

Responsible for managing the business correspondence, preparing sales agreements and providing customer accounting support.

Education

Master of Science

,

Business Administration

May 2006

Technical University

City

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Germany

Principal Subjects: Financial Controlling, Marketing, Management and Tax

Languages

Fluent in English, German, Bulgarian (native).

Skills

Hyperion Planing, Essbase, SAP R/3, Oracle 11, SAP BPC, Business Objects, Sharepoint, MS Office.