

Benchmark Profile & Market Insights

Director, Finance

Contents or agenda (short list)

1	BENCHMARK PROFILE INCLUSIONS	3
2	PROFILE SNAPSHOT	4
3	EXPERIENCE	5
4	RESPONSIBILITIES	6
5	HARD/SOFT SKILLS	7/8
6	COMPENSATION BENCHMARKS	9
7	RELATED ARTICLES & INSIGHTS	10
8	ACTIVE SUPPLY MAP / CANDIDATES	11
9	RELATED FUNCTIONS	12

Benchmark profile inclusions



- **Market insights**
Competitive landscape – Supply & Demand / Sourcing Strategy
- **Job context**
Policy development - The job holder... develops planning policy.
- **Responsibilities**
Makes sure that the job holder fulfills the organization's overall finance management strategy.
- **Soft & hard skills**
Focuses on the long-term business strategy and aligns their thinking and planning accordingly.
- **Experience**
Experience of planning and managing resources to deliver predetermined objectives as specified by more senior managers (Over 3 years to 6 years)
- **Compensation**
Demand Analysis
Benchmark data by region

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Benchmark Profile snapshot: Director, Finance

Job Purpose

- Formulates and provides advice on effective implementation of policies, practices and systems in the area of credit, statements, consolidation and financial planning.
- Revenues- The job holder works for a unit with revenues of... > \$ 500 million.
- Team size- The job holder manages a team of... > 20 finance professionals.
- Reporting line- The job holder reports... directly to the Board.

Responsibilities

- Budgeting & Costing
- Building Capability
- Client & Customer Management (Internal)
- Data Collection & Analysis
- Financial Management & Control
- Leadership & Control
- Performance Management
- Policy Development & Implementation

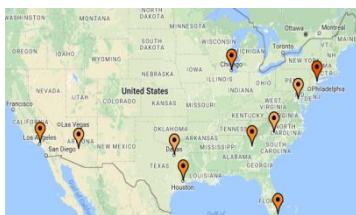
Hard skills

- Action Planning
- Assessment
- Compliance
- Commercial Acumen
- Tech Savvy
- Costing & Budgeting
- Data Collection & analysis
- Data Management
- Policy & Procedures
- Policy & Regulation
- Review & Reporting
- Verbal Communication

Soft skills

- Team Leadership
- Strategic Thinking
- Customer Focus
- Approach to Thinking
- Conceptual Thinking
- Holding People Accountable
- Information Seeking
- People Development
- Understanding Others

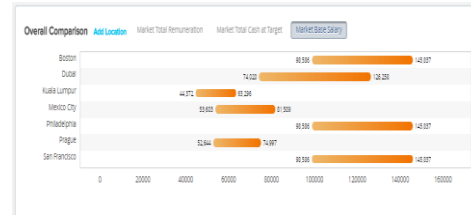
Supply analysis



Demand analysis



Compensation benchmark



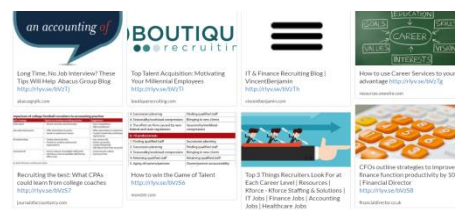
Average Days to Slate



Interviewed : Offer



Articles



Experience

General

Experience level enables job holder to provide leadership to others regarding work related systems, processes and challenges (More than 15 years)

Domain

Previous experience in the areas of:

- Quality Assurance
- Business Analysis
- Advisory Services
- Risk Analysis
- Board Acumen

Management

Experience of interpreting strategy and policy in order to set and deliver objectives within medium to long time frames (Over 10 years to 15 years)

Education

Post Graduate - Masters Degree

Responsibilities

Budgeting & Costing

Develops and/or delivers budget plans for own area with guidance from senior colleagues.

Client & Customer Management (Internal)

Manage relationships with important internal customers and act as their business partner, while taking guidance from senior colleagues.

Financial Management & Control

Manages a significant portion of the organization's financial management and/or control processes.

Performance Management

Takes responsibility for implementing and coordinating performance management systems for a substantial department within the organization.

Building Capacity

Takes responsibility for implementing formal development frameworks for a substantial department, while informally coaching and mentoring others throughout the organization.

Data Collection & Analysis

Analyzes key themes using data from a wide range of sources and identifies possible impacts on the business.

Leadership & Direction

Manages output delivery for a substantial operational department by leading others.

Policy Development & Implementation

Develops procedures for area of expertise with guidance from senior colleagues, then monitors implementation of those procedures within the organization..

Hard Skills

ACTION PLANNING



Applies expertise to act as the organizational authority on developing appropriate plans or performing necessary actions based on recommendations and requirements.

COMMERCIAL ACUMEN



Acts independently to apply comprehensive understanding of the business environment and objectives developing solutions while providing guidance and training to others.

DATA COLLECTION & ANALYSIS



Works independently and provides guidance and training to others on analyzing data trends for use in reports to help guide decision making

COMPLIANCE



Uses comprehensive knowledge and skills to act independently while guiding and training others on achieving full compliance with applicable rules and regulations in management and/or operations.

DATA MANAGEMENT



Applies comprehensive knowledge and skills to work independently while providing guidance and training to others on acquiring, organizing, protecting and processing data to fulfill business objectives.

VERBAL COMMUNICATIONS



Applies comprehensive knowledge to act independently while providing guidance and training to others on using clear and effective verbal communications skills to express ideas, request actions and formulate plans or policies..

POLICY & PROCEDURES



Uses expertise to act as the organizational authority on developing, monitoring, interpreting and understanding policies and procedures, while making sure they match organizational strategies and objectives..

TECH SAVVY



Acts as the organization's authority and established expert on understanding and using standard office equipment and standard software packages to support business processes.

PLANNING & ORGANIZING

Uses expertise to act as organizational authority on planning, organizing, prioritizing and overseeing activities to efficiently meet business objectives..

COSTING & BUDGETING

Uses comprehensive knowledge and skills to work independently on costing, budgeting and finance tasks while providing guidance and training to others..

POLICY & REGULATION

Works independently and provides guidance and training to others while interpreting and applying comprehensive knowledge of laws, regulations and policies in area of expertise.

REVIEW & REPORTING

Applies comprehensive knowledge and skills to work independently while providing guidance and training to others on reviewing and creating relevant, lucid and effective reports.



Soft Skills

COLLABORATIVE INFLUENCE



Win the hearts and minds of others across boundary collaborations and to do the right thing, regardless of formal authority. Specifically, facilitates short-term teaming; for example, pulling together individuals to team around a problem, crisis, or opportunity.

FOCUSING OTHERS ON THE CUSTOMER



Focuses the organization on discovering and meeting the customer's needs. Specifically, corrects problems; for example, ensuring that customers' issues are corrected promptly and efficiently.

LISTENING WITH RESPECT



Shows respect for others by seeking to understand their perspectives. Demonstrates positive regard for others, assuming that each person has unique capabilities. Specifically, listens; for example, is open to new ideas and others' viewpoints, based on an underlying belief that others have good intentions, expertise to offer, and a valid viewpoint (until proven wrong).

ATTENTION TO DETAIL



Manages, tracks and attends to multiple pieces of information, bringing order and clarity. Specifically, monitors others' work; for example, checking to ensure that procedures are followed.

CONCEPTUAL THINKING



Thinks through issues by seeing the pattern or big picture, brings facts and ideas together, and develops innovative or creative insights. Specifically, sees patterns or trends; for example, spotting recurring problems.

CUSTOMER FOCUS



Identifies and meets the needs of internal and external customers, being continually focused on outcomes for customers. Specifically, improves service; for example, asking for customers feedback and takes action for improvement.

INFORMATION SEEKING

Thinks through issues by seeing the pattern or big picture, brings facts and ideas together, and develops innovative or creative insights. Specifically, sees patterns or trends; for example, spotting recurring problems.

PEOPLE DEVELOPMENT

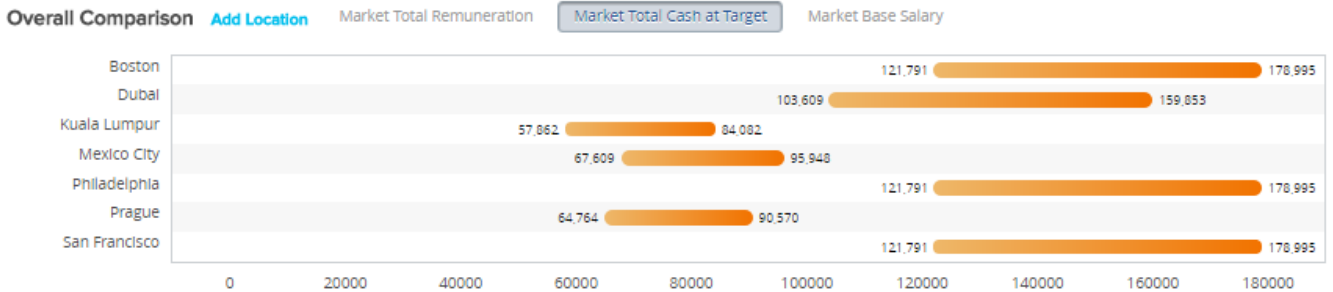
Builds capability of others by teaching, coaching and/or mentoring them to do an excellent job for the long-term. Specifically, provides on-the-job training; for example, giving practical support and imparts expertise, shares reasons and rationale as well as procedures.

Compensation Benchmarks

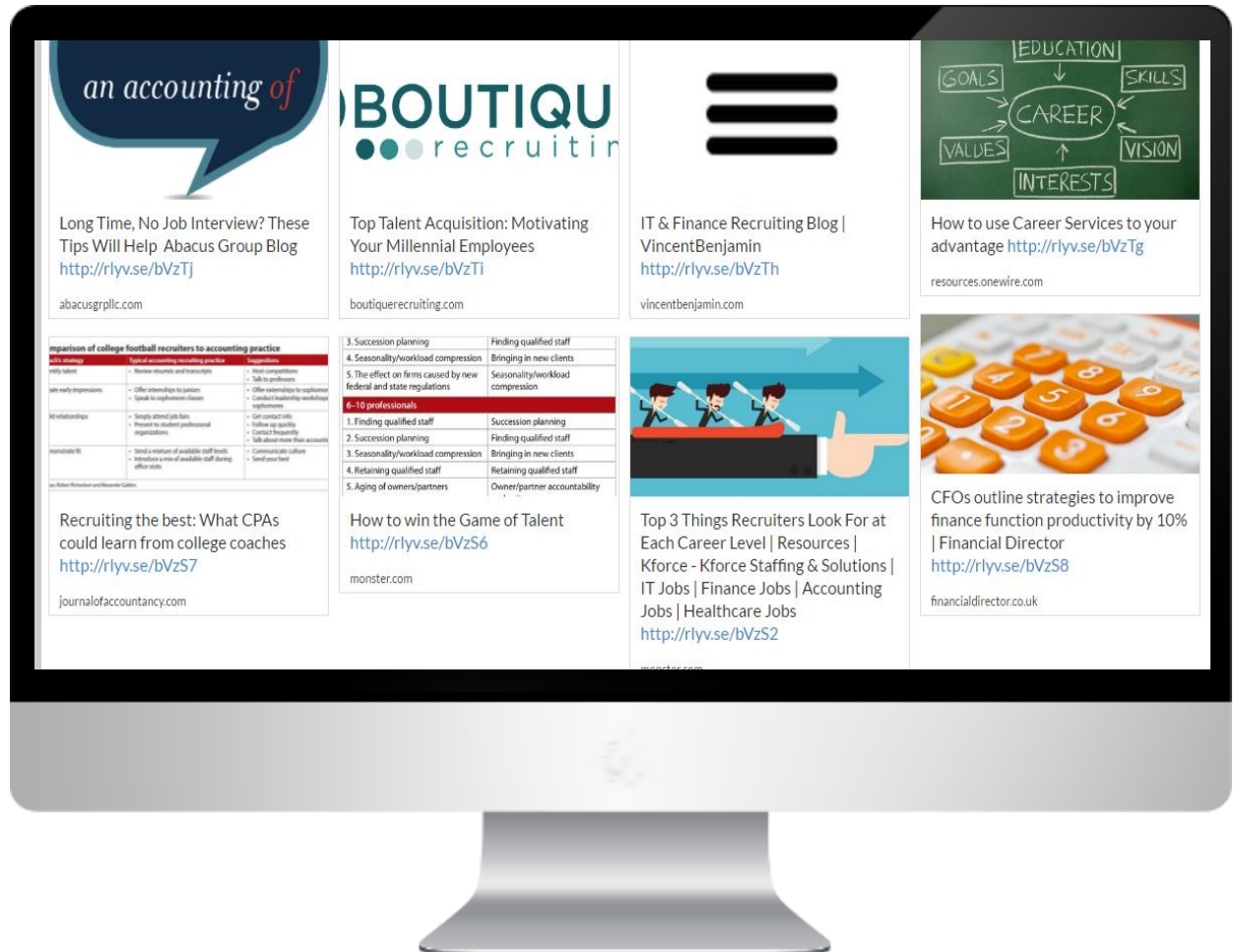
Market Base Salary



Market Total Comp at Target



Related Articles (trends, challenges and insights)



Top U.S. Cities with Active Supply of Candidates



Rank	Top City States	Active Supply Last 2 Years
1	New York, NY	1,501
2	Chicago, IL	982
3	Houston, TX	701
4	Miami, FL	598
5	Atlanta, GA	557
6	Los Angeles, CA	532
7	Dallas, TX	434
8	Charlotte, NC	374
9	Washington, DC	341
10	Phoenix, AZ	286

Related functions



