

Vistra

**Executive Vice President,
Commercial Finance, Global**

Candidate Briefing Pack

2025



Overview

Vistra is a leading fund administrator and corporate services provider with a proven track record in helping businesses seize opportunities and drive success. Backed by EQT Group, Vistra joined forces with Tricor Group in July 2023, and is now a powerhouse of over 10,000 professionals in 170+ countries. Together they offer unrivalled quality, scale and breadth of capabilities, that will help their clients navigate the increasing complexities of establishing, operating and growing their businesses across the globe.

Vistra manage 200,000 legal entities and administer assets valued at over US\$495 billion and they continue to innovate and grow together with their clients. They also represent 20% of the Fortune Global 500 and work with two thirds of the Private Equity International 300 firms, including every one of the top ten.

Vistra's solutions offered include:

- Corporate Solutions
 - i) International Expansion, Global Employment, Essential Business, Entity Management, and Tax & Accounting
- Fund Solutions
 - ii) End-to-end Fund Solutions, SPV Management, Fund Manager Operations
- Private Client Solutions
 - iii) Family Business, Trusts & Foundations Formation, and Philanthropic Services

About the Role

The GCFD will head the Commercial Finance function responsible for:

1. **Financial Foresight** i.e. providing the group with a detailed, actionable annual Budget, and any subsequent mid-year updates, to act as a roadmap for the group and ensure appropriate targets, accountabilities and resource allocations.
2. **Performance Management** i.e. working with profit and cost center managers to ensure that the business and financial performance is in line with the Budgeted (including explicitly Year-On-Year) targets, and ensuring actions are swiftly taken to mitigate any actual or anticipated shortfalls, and to optimise the overall performance.
3. **Decision Support** i.e. partnering with other Finance and, in particular, non-Finance managers to support them in making key decisions around ad hoc initiatives such as business case development, sales initiatives, new product development, cost reduction exercises, pricing campaigns, Value Lever targets and tracking, the establishment and tracking of financial targets associated with key group projects etc.

Responsibilities

The Commercial Finance team is structured around a business partnering model with the role has dedicated, direct reports serving each of the following business areas:

1. The President of Global Solutions, and his direct reports
2. The Chief Delivery Officer, and her direct reports
3. Other members of the Global Executive Committee, including the various Enablement or Support functions
4. Consolidated group-wide forecasting and reporting

The role will also work closely with the other members of the global Finance leadership team, most notably the EVP, Funds Finance and the Group Financial Controller.

The successful candidate will also be required to work closely the Business Intelligence professionals within the organisation.

The successful candidate will have experience of managing an organisation through significant structural change, transformational leadership, fostering innovation and developing high-performing teams.

The organisation is focused on organic revenue growth; absolute EBITDA and Unlevered Free Cash Flow Conversion, as well as successfully completing and integrating acquisitions. The successful candidate must be instrumental in driving financial performance across these and supporting business drivers.

Attributes/Technical Skills

- Able to partner with a broad swathe of stakeholders ranging from the majority shareholders EQT and the Board; through senior and middle management within the business including peers within the Finance leadership team; to people across the broader organisation.
- Able to juggle multiple initiatives and issues simultaneously, including shifting priorities and timelines.
- Able to see the big picture – thinking strategically and long-term – but also to roll up one's sleeves and get into the detail as required.
- Driven by natural curiosity; a passion for analysis and insight; and a desire to effect enduring structural improvements.
- Committed to resolving problems; and to high quality deliverables in an expedient manner on the timelines agreed.

- Open, honest and collaborative leadership and people management style; leading by example and modelling best behaviours.
- Excellent written and verbal communication, able to "hold the room", explaining complex matters in simple terms, getting to the essence of the matter and conveying confidence and gravitas.
- The successful candidate must be familiar with industrial-grade BI tools and capabilities. Experience of SAP S/4 HANA and SAP Analytics Cloud (SAC) would be an advantage. They must be technologically-savvy and data-centric in their approach to achieving the objectives of the role and driving greater financial accountability and discipline across the business.

Relevant Experience

Essential:

- Candidates must have at least 5 years' experience in an equivalent role within a comparably sized organisation.
- Vistra operates across 50 different countries with significant operations across Asia, Europe and the Americas, and the successful candidate must have a demonstrated track record of success working across a similarly geographically and culturally diverse organisation.
- Experience must have been gained in a group-wide position where the candidate was responsible for designing and rolling out group-wide initiatives rather than simply implementing instructions from head office at a regional or local level.

Desirable:

- Experience within a corporate services or fund administration business, or similar professional or financial services organisation.
- Experience working in a similarly sized Private Equity (PE) portfolio company
- Experience with cost management and value creation initiatives.
- Likely to have at least 20 years' professional experience.

Education & Professional Qualification

- ▶ Demonstrated academic and professional achievement, likely including a bachelor's degree following by one or both of an accounting qualification such as CFA, ACCA, CIMA or CPA and/or an MBA.

Additional information – [Vistra](#)

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