

FINANCIAL CONTROLLER - HEAD OFFICE, LAGOS -0038

Job Purpose:

The Financial Controller oversees the day-to-day activities of the finance team and ensures the companies finance function is organized, efficient and produces accurate financial and management accounts. The role oversees that historical and actual financial transactions are reported properly and these may include accounts payable, purchasing, vendor management, treasury, financial reporting, and financial planning.

Key Responsibilities:

Financial Reporting & Analysis:

- Oversee the preparation of accurate and timely monthly, quarterly, and annual financial statements, ensuring compliance with Nigerian financial regulations, IFRS, and group policies.
- Lead variance analysis, identifying key drivers of financial performance, and providing actionable insights to senior management.
- Prepare detailed reports and presentations for the multinational management team and Board of Directors.

Budgeting, Forecasting & Financial Planning:

- Manage the annual budgeting process, ensuring alignment with business objectives and accurate cost allocations.
- Regularly update forecasts and work closely with the business to adjust for changes in market conditions, production costs, and operational efficiency.

Financial Controls & Compliance:

- Ensure the implementation and adherence to robust internal controls to safeguard company assets and financial integrity.
- Monitor compliance with Nigerian tax regulations, statutory requirements, and corporate governance.
- Lead and coordinate internal and external audits, ensuring timely and accurate completion.
- Champion the continuous improvement of financial systems, processes, and reporting tools to increase efficiency and accuracy.
- Leverage technology to streamline financial reporting and data analysis.



Cost Management & Profitability Analysis:

- Drive cost management initiatives to improve manufacturing efficiencies and profitability.
- Work closely with operations to analyze cost structures, identify inefficiencies, and propose cost-saving strategies.
- Provide regular updates to pricing adjustment formulas, ensuring alignment with market changes, raw material costs, and production expenses.

Change Management & Business Transformation:

- Play a key role in supporting the ongoing change management initiatives by providing financial data, insights, and analysis to guide decision-making during this period of transformation.
- Collaborate with cross-functional teams to implement process improvements, technology upgrades, and cost-saving strategies in alignment with the company's growth objectives.

Team Leadership & Development:

- Lead and mentor a team of finance professionals, fostering a culture of high performance, collaboration, and continuous improvement.
- Ensure ongoing development of the finance team, providing guidance on financial processes and career growth.

Strategic Business Partnering:

- Act as a key business partner to the senior leadership team, offering financial insight to support strategic decision-making.
- Collaborate with cross-functional teams (Operations, Sales, and Supply Chain) to align financial goals with business objectives.

Qualifications & Experience:

- Bachelor's degree or Higher National Diploma (HND) in Finance, Accounting, Business Administration, or a related field.
- Master's degree or MBA
- Fully qualified ACA/ACCA/CIMA (or equivalent) with previous financial control and management reporting experience.
- Minimum of 10–15 years of experience in financial management, preferably within a manufacturing or listed company environment.
- Proven experience in managing financial reporting, budgeting, forecasting, and analysis in a multinational context and in a manufacturing setting.



- Strong knowledge of IFRS, Nigerian tax laws, corporate governance, and financial regulations.
- Experience working in or with organizations undergoing change management or transformation.
- Proficiency in ERP systems and advanced Excel skills; experience with Microsoft Navision Software is an advantage.
- Strong analytical skills with the ability to translate data into actionable business insights.
- Exceptional communication and interpersonal skills, with the ability to collaborate with senior leadership and cross-functional teams.
- A proactive and hands-on approach to problem-solving and decision-making.
- Detail-oriented with a strong focus on accuracy and financial integrity.
- Ability to navigate and adapt to changes in a dynamic business environment

Personal Attributes:

- A strategic thinker who can balance short-term needs with long-term goals.
- Strong leadership capabilities with experience managing and developing teams.
- Ability to thrive in a fast-paced, dynamic environment and manage multiple priorities effectively.
- Ability to work under pressure and manage multiple priorities while maintaining a high level of accuracy.
- Knowledge of the local business environment and the ability to navigate local regulatory and financial challenges.