



# AVOCADO THE WORLD'S MOST ADVANCED NETWORK



**JOB TITLE:** DIR. OF FINANCIAL PLANNING & ANALYSIS  
**REPORTS TO :** VP OF FINANCE AND ACCOUNTING  
**DEPARTMENT :** FINANCE AND ACCOUNTING  
**LOCATION :** OXNARD, CA

Mission Produce is the largest global supplier of the world's finest avocados. For over 35 years we have invested in people, state-of-the-art technology and avocado-specific infrastructure to expertly serve our customers, growers and partners. Throughout our history we have remained rooted in honesty, respect and loyalty.

Mission Produce owns and operates state-of-the-art avocado packing facilities in multiple global locations including California, Mexico and Peru. In addition, our global distribution network includes 11 forward distribution centers in North America, China and Europe. Over the past 35 years, Mission has become recognized as the leader in the worldwide avocado business.

## **JOB SUMMARY**

The Director will play a major role in the company's financial planning, financial reporting, budgeting, forecasting, and strategic financial analysis. This position will manage and lead the FP&A function and work in collaboration with other finance and accounting roles. This position will provide financial analysis on the on-going business results, ad-hoc financial projects and insight, capital & investment project evaluations and strategic business planning recommendations. This position will manage the development of long-term financial plans and the annual budget process, along with being responsible for forecast updates throughout the year. This position will be interactive with other leadership team members to understand the needs of the organization, require regular project collaboration with multiple departments and directly contribute to the analyses driving decision-making across the business.

## **ESSENTIAL DUTIES & RESPONSIBILITIES**

- Design, implement and improve processes & procedures related to budgeting, forecasting and financial analysis
- Lead the annual operating and capital budget process in partnership with business leaders at global and segment levels

- Develop the budget planning schedule and timetables; ensure completion within deadlines
- Maintain and update financial forecasts throughout the fiscal year
- Develop long-range financial plans including setting up key assumptions such as revenue growth, margin targets, cost control objectives, capital spend, strategic business initiatives, etc. and operating margin and cash flow projections
- Assess and evaluate financial performance regarding operational strategic goals, budgets, and forecasts
- Analyze business & financial results providing insight and variance analysis to support the business
- Identify and track key performance metrics pertaining to business operations, competitors, benchmarking, etc.
- Manage financial modeling and evaluation for ROI analysis for capital projects, new business plans and prospective M&A opportunities
- Prepare financial and operational reporting decks for the Board of Directors and senior management
- Develop and maintain strong cross-functional relationships with global teams
- Provide guidance to executives and senior leadership as needed
- Liaise with legal counsel, investor relations and other team members
- Conduct ad-hoc special projects for the VP Finance and CFO

#### **MINIMUM QUALIFICATIONS & REQUIREMENTS**

- Bachelor's degree in Accounting or related field
- MBA or CPA/CMA certifications a plus
- 10+ years of progressive experience in Financial Planning and Analysis, corporate finance or accounting with increasing responsibility and leadership
- Multinational experience required
- Public company experience desired
- Strong interpersonal and communication skills
- Highly analytical with strong problem-solving abilities
- High proficiency with MS Excel & PowerPoint with strong modeling background
- Exceptional attention to detail and accuracy with focus on producing high-quality results under pressure
- Proven track record of meeting deadlines, and taking initiative to make confident and well-informed decisions
- Ability to challenge the status quo to improve existing processes – be open to sourcing those ideas from others
- Adept at writing, facilitating, and presenting analyses