



Cost Accountant / FP&A Staff

Job Summary:

As a Cost Accountant/FP&A staff, you will play a key role in analyzing and managing the financial aspects of the organization's cost structure while also contributing to financial planning, budgeting, forecasting, and analysis. Your responsibilities will encompass tracking costs, conducting variance analysis, developing financial models, and providing valuable insights to support business strategies. This hybrid role allows you to offer a holistic perspective on financial performance, cost optimization, and overall profitability.

Key Responsibilities:

1. **Cost Analysis and Control:** Analyze and monitor production and operational costs, including direct and indirect expenses, labor costs, material costs, and overheads. Implement cost control measures to optimize expenses and identify cost-saving opportunities.
2. **Budgeting and Forecasting:** Collaborate with cross-functional teams to develop comprehensive budgets and forecasts. Provide insights into cost drivers, revenue projections, and variance analysis.
3. **Financial Modeling:** Develop and maintain financial models to support cost projections, profitability analysis, and scenario planning. Utilize these models to facilitate data-driven decision-making.
4. **Variance Analysis:** Conduct variance analysis between actual and budgeted costs to identify discrepancies and their underlying causes. Recommend corrective actions to address variances.
5. **Financial Reporting:** Prepare financial reports and dashboards that include cost-related information. Present findings and analysis to management and stakeholders.
6. **Cost Allocation:** Allocate costs to products, projects, or departments to determine profitability and contribution margins. Implement appropriate cost allocation methodologies.
7. **Data Analysis:** Utilize data analysis tools and techniques to extract insights from financial and operational data. Provide data-driven recommendations to support strategic decision-making.
8. **Cost Optimization:** Identify opportunities for cost optimization, efficiency improvements, and process enhancements. Collaborate with relevant teams to implement cost-saving initiatives.
9. **Cross-Functional Collaboration:** Work closely with various departments, such as Operations, Procurement, and Sales, to understand their cost-related needs and provide analytical support.



10. Financial Planning and Analysis: Support the FP&A function by assisting in financial forecasting, performance analysis, and providing inputs for the organization's strategic planning.

11. Continuous Improvement: Stay updated with industry trends, best practices, and technological advancements to enhance cost accounting and FP&A processes.

12. Inventory Management: Maintain accurate inventory records and conduct periodic inventory valuations. Ensure compliance with accounting principles and accurate recording of inventory transactions.

Requirements:

- Bachelor's degree in Accounting or Finance
- Proven experience in both Cost Accounting and FP&A roles, preferably within a manufacturing or production environment.
- Strong understanding of cost accounting principles, financial analysis, budgeting, and forecasting.
- Proficiency in financial modeling, data analysis, and relevant software tools.
- Advanced skills in MS Excel and financial software for data manipulation and reporting.
- Analytical mindset with attention to detail and accuracy.
- Excellent communication and presentation skills to convey complex financial insights to non-financial stakeholders.
- Some experience with SQL or other query language and/or experience with PowerBI a plus
- Ability to work collaboratively in a team environment and independently when required, manage multiple priorities, and meet deadlines in a fast-paced environment.
- Strong problem-solving skills and the ability to propose effective solutions to optimize costs and improve financial performance.
- Strong business acumen and the ability to think strategically.