

BAT (ISLAMABAD)

Corporate Finance Manager

BAT is evolving at pace into a global multi-category business. Our purpose is to create A Better Tomorrow™ by Building a Smokeless World.

To achieve our ambition, we are looking for colleagues who are ready to join us on this journey! Tomorrow can't wait, let's shape it together!

ROLE PROFILE

Job Title

Corporate Finance Manager

Job Grade

G35

Reports To

Corporate Finance Controller

Function

Finance

Sub Function

Corporate Finance

Location

Islamabad

Date

3rd April 2025

Purpose Statement

This role plays a pivotal part in ensuring financial integrity through accurate reporting, strong compliance, and governance frameworks. It actively supports the delivery of business goals by

strengthening processes, optimizing operations, and fostering collaboration across teams and stakeholders. As a leader, this position empowers teams to thrive, drives meaningful change, and shapes a culture aligned with the organization's values and vision.

Dimensions

Dimension

Detail

Direct reports

Assistant Corporate Finance Manager

Corporate Finance Analyst

Finance Analyst

Business context

Key Accountabilities

- Financial Reporting
- Lead preparation of financial statements for timely and accurate management and statutory reporting
- Support the Corporate Finance Controller to deliver overall commercial strategy and financial KPI targets
- Manage fixed assets including reporting for leased assets under IFRS16
- Support and advise on complex technical accounting issues in compliance with the applicable reporting framework
- Drive quarterly Audit Committee and Board Meeting deliverables while ensuring timely reviews by the Finance Director and Leadership Team
- Collaborate with internal/external auditors to facilitate timely and accurate reporting, address audit findings and recommend solutions to strengthen reporting framework.
- Ongoing review of the Balance Sheet ensuring hygiene and timely clearing of aged items
- Governance and Controls
- Drive monthly Governance Forum discussions including agenda setting, action items tracking and leading discussions
- Manage the Sarbanes-Oxley Act (SOx) reporting process, including compliance with regulatory requirements and transparency in financial reporting
- Ensure adherence to, and self-assess compliance to internal controls in various areas of the business
- Lead monthly compliance check-ins at the DRBU (Division/Regional Business Unit) level
- Maintain ownership of the Company's compliance review calendar

- Lead risk assessment cycles to ensure adequate mitigations necessary to achieve overall business objectives
- Provide insights and recommendations to enhance compliance processes.
- Ensure compliance with company policies, procedures, and regulatory standards.
- Corporate Business Partnering
- Lead budgeting and monitoring of overhead costs for corporate functions by providing insights to Functional Heads.
- Ensure efficient utilization of budgets through identification of optimization initiatives, in-depth analytical reviews and actuals tracking
- Facilitate S&OP budget planning, including submissions for the current and prospective year
- Support and advise Corporate functions on policies, governance and other finance queries
- Team Leadership
- Coach and develop direct reports, assist in building a high-performing team, and support professional growth
- Play an active role in shaping BAT's culture by demonstrating the right behaviours in line with BAT's values
- Interest in transformation, process improvement and change management
- Big picture thinking & demonstrate commercial acumen to ensure business objective delivery
- Able to lead and transform high performing teams
- Lead in the communicating with above market stakeholders

Knowledge, Skills And Experience

- 6+ years Financial Reporting / Corporate Finance experience (FMCG industry experience is an advantage)
- Qualified Accountant (ACA/ACCA/CIMA), CFA, Masters in Finance, MBA
- Strong commercial acumen with an understanding of business planning
- Understanding of the financial reporting framework in Pakistan
- Financial modelling skills
- Budgeting and variance analysis
- Experience with planning and reporting systems such SAP and BPC
- Proficiency in Microsoft Office tools, including Excel & PowerPoint
- Ability to lead and transform high-performing teams
- Effective communication skills with cross-functional teams and above market stakeholders
- Interest in transformation, process improvement and change management
- Big picture thinking & demonstrate commercial acumen to ensure business objective delivery
- Ambiguity Management
- Problem Solving

Working Relationship

Internal

External

- Collaborate with Business partners to provide end to end delivery for Regions / Areas / End Markets
- Liaise with GBS to provide high quality information in a timely manner
- Credible and strong working relationship with Senior Management. Leads and/or contributes to agreed Governance Forums and processes.
- External service providers (e.g. advisors, payroll etc) – maintain high level supplier relationships
- External Auditors

What we offer you?

- We offer a market leading annual performance bonus (subject to eligibility)
- Our range of benefits varies by country and includes diverse health plans, initiatives for work-life balance, transportation support, and a flexible holiday plan with additional incentives
- Your journey with us isn't limited by boundaries; it's propelled by your aspirations. Join us at BAT and become a part of an environment that thrives on internal advancement, where your career progression isn't just a statement – it's a reality we're eager to build together. Seize the opportunity and own your development; your next chapter starts here.
- You'll have access to online learning platforms and personalized growth programs to nurture your leadership skills
- We prioritise continuous improvement within a transformative environment, preparing for ongoing changes

WHY JOIN BAT?

We're one of the few companies named as a Global Top Employer by the Top Employers Institute – certified in offering excellent employee conditions.

Collaboration, inclusion and partnership underpin everything we do here at BAT. We are looking forward to enabling every individual to thrive, regardless of gender, sexual orientation, marital or civil partnership status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability, age, skills, experience, education,

socio-economic and professional background, veteran status, perspectives and thinking styles. We know that embracing talent from all backgrounds is what makes us stronger and best prepared to meet our business goals.

We see the career breaks as opportunities not obstacles. Through The Global Returners program, we support professionals looking to restart their careers after an extended absence from the workforce (e.g. time out caring for family, parental leave, national service, sabbatical and/or starting an own venture).

Come bring your difference and see what is possible for you at BAT. Learn more about our culture and our award winning employee experience here.

If you require any reasonable adjustments or accommodations to help you perform at your best during the recruitment process, you are encouraged to notify us. We are fully committed to support you by making appropriate arrangements for you to demonstrate your full potential.

To apply: <https://shorturl.at/mK3fq>