

## Role and responsibilities

### Identity

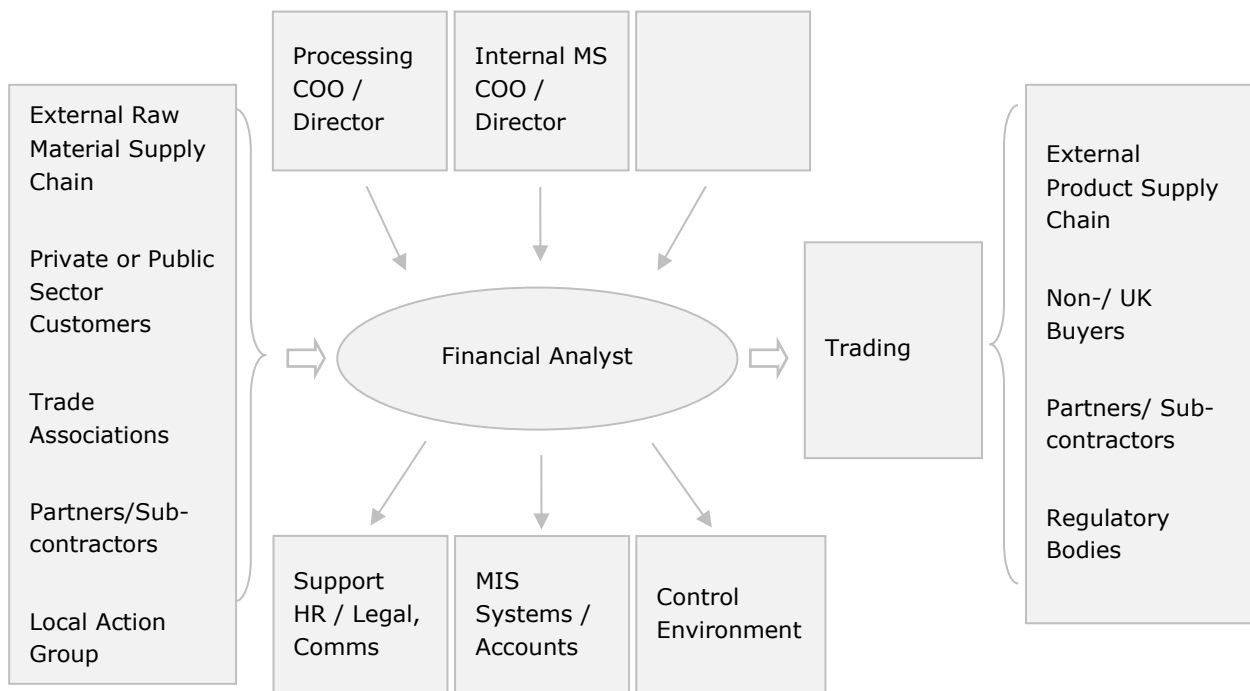
|                           |                                 |
|---------------------------|---------------------------------|
| <b>Position title</b>     | Financial Analyst               |
| <b>Date</b>               | December 2015                   |
| <b>Line Manager title</b> | Divisional Financial Controller |
| <b>Grade</b>              | 10                              |

### Purpose

(the 'why' of the position, within which limits and according to what objectives)

|                     |   |
|---------------------|---|
| <b>Why</b>          | To support the delivery of divisional business plans by contributing to optimised operations, Business Developments & Commercial Sales activities in line with the strategy including each business plan that sits within it whilst ensuring an ongoing continuous improvement culture; |
| <b>Within</b>       | The limits of authorisation laid down by the company Policies & Procedures  |
| <b>According to</b> | The Targets set out by the Operations COO and the CFO (reflecting SUEZ's overall strategic objectives).   |

## Key stakeholder interaction network



## Ideal candidate experience

- 3 years relevant experience in a financial analysis position.
- The ability to analyse the environment & establish opportunities to improve the business.
- Deep understanding of group strategy, business model & organisational structure & intuitive ability to deliver on the ground.
- Ability to deliver results within a matrix management environment.
- Curiosity to identify true business levers and analyse ways to utilise them effectively.
- Capability to persuade and communicate new solutions / ideas effectively at all organisational levels .
- Ability to "look past" the easy answers and deliver real business insight and analysis .
- Ability to manage and adapt to change.
- Deep understanding of the value of strong customer service / customer loyalty and employee engagement.

- Deep understanding of LEAN thinking (or similar Value driven process).
- Ability to make considered & timely decisions based on intuition and/or sound reasoning & analysis.
- Ability to work under pressure & manage conflicting priorities.
- Capability to develop, maintain & manage good business relationships with internal & external stakeholders.
- Well developed technical skills in Modelling, Accounting (UK Gaap and IFRS) and general finance.

## Area one - Leadership (Alignment of resources & activities around strategy)

| Details  | Delivery measure   |
|--|--|
| <ul style="list-style-type: none"> <li>• To foster a creative, innovative &amp; entrepreneurial culture within the teams (Operations/MS/Finance);</li> <li>• To help with motivating, developing &amp; training colleagues as appropriate;</li> <li>• To deliver agreed targets through participation of the team via clear objectives;</li> <li>• To be a leader of 'Culture Change' (from Linear Economy to Circular Economy)</li> </ul> | <p>Quantitative</p> <p>Qualitative</p>                   |
| In order to  | influence peers towards the achievement of SUEZ's goals. |

## Area two - Divisional Strategy Formulation & Implementation

| Details  | Delivery measure   |
|--|--|
| <ul style="list-style-type: none"> <li>• To actively contribute to the development &amp; refinement of the Divisional Strategy and contract specific business plans for delivery;</li> <li>• To support the overall process of management and decision-making for the Division;</li> <li>• To ensure strong &amp; dynamic communication lines with Processing, Logistics, MS &amp; Support Services;</li> <li>• To identify and promote the development of new, solution driven, opportunities;</li> <li>• To support the Material Sourcing Public Sector team to review pipelines and tender submissions</li> </ul> | <p>Quantitative</p> <p>Qualitative</p>                                     |
| In order to  | direct resources to have optimum return on investment over agreed periods. |

## Area three - Business Optimisation (Process, systems, KPI's, Financials as provided by Mgt Accounts)

| Details  |  | Delivery measure                       |
|--|--|--|
| <ul style="list-style-type: none"> <li>• To help identify, plan &amp; support continuous improvement activities in line with corporate goals and business plans;</li> <li>• To develop business focussed analytical and bidding/sales models for use by the business;</li> <li>• To track operational activities/costs/revenues in line with business plans and actively engage in the strategic plans and that the correct measures are used and followed;</li> <li>• To support "look backs" on contracts and identify further operational improvements</li> </ul> |  | <p>Quantitative</p> <p>Qualitative</p> |
| In order to  | optimise the current assets to allow market penetration in line with SUEZ's goals. |  |

## Area four - Customer Relationship & P&L Optimisation

| Details  |   | Delivery measure                       |
|--|---|--|
| <ul style="list-style-type: none"> <li>• To contribute to retention, growth and conversion strategies to optimise market share, improve efficiency and deliver outstanding customer service;</li> <li>• To support but also act as co-ordinator / focal point for the broadening &amp; improvement of key relationships;</li> <li>• To identify and develop new, solution driven, opportunities;</li> <li>• To identify (help create a culture that identifies) 'P&amp;L' blindness/SILO thinking and proactively address</li> </ul> |   | <p>Quantitative</p> <p>Qualitative</p> |
| In order to  | support our goal of optimising profitability through retention / customer profitability strategies. |  |

## Area five - Market Intelligence / Networking

| Details  | Delivery measure   |
|--|--|
| <ul style="list-style-type: none"> <li>To contribute to a culture that captures market information and uses it to make decisions;</li> <li>To support marketing &amp; service differentiations to increase market penetration;</li> <li>To support the business in broadening &amp; improving the relationships between SUEZ and stakeholders</li> </ul> | <p>Quantitative</p> <p>Qualitative</p>                                     |
| In order to  | maintain and grow market share by being one step ahead of the competition. |

## Area six - Optimising Support Service & Internal Relationships

| Details  | Delivery measure  |
|--|---|
| <ul style="list-style-type: none"> <li>with Management Accounts, ensure accurate information is recorded to enhance general decision making;</li> <li>with MIS, make process &amp; 'outputs' clear with a view to enhancing systems to support delivery;</li> <li>with all Support Services, work proactively to identify &amp; coordinate support delivery needs</li> </ul> | <p>Quantitative</p> <p>Qualitative</p>                                |
| In order to  | capitalise on focussed, streamlined and efficient internal functions. |

## Please note

1. In line with our Values and Ethics Charter, the job holder is expected to:
  - Act in an honest, responsible and respectful manner to others.
  - Be responsible for their own professional conduct.
  - Comply everywhere and in all circumstances with the laws and regulations connected with their activities.
  - Comply with our obligations to other parties such as shareholders, associates, clients, suppliers and the community.
  - Ensure the health, safety and wellbeing of employees, customers and other personnel at all times.
2. The content of this job description reflects the main duties and responsibilities of the job and are not intended to form part of the contract of employment. SUEZ may revise the content of the role and responsibilities at its discretion.