

## Role Profile

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**Job Title:** Commercial Finance Business Partner  
**Department:** Finance  
**Reports To:** Chief Financial Officer  
**Ref:** Ref--341 V1 – 11 February 2026

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### Role Overview

Reporting to the Chief Financial Officer, the Commercial Finance Business Partner will support the commercial team to achieve objectives on volume, pricing and profitability across our key retailers. Act as a primary link between finance and the commercial team, providing insight to support decision-making and guidance to optimise customer profitability and sales growth. Share insights with the leadership team on retailer performance and performance to budget

### Main Duties

The Commercial finance business partner will be responsible for:

- Leading the commercial inputs to support the annual planning cycle
  - Assist with the budgeting process, tracking monthly on key metrics by retailer:
    - ASP
    - Volume
  - Capture the key assumptions on the budgeting process – volume changes and ASP changes etc.
  - Provide variance analysis and commentary to explain performance against budget
  - Assist with re-forecasting during the planning cycle when relevant
- Customer & Product profitability – P&L by customer
  - Develop tools and dashboards to bring real clarity to monthly customer profitability
  - Identify opportunities to drive growth through pricing, mix, and promotional optimisation
  - Monitor key customer costs, highlighting trends and risks to commercial leadership
  - Create alignment on the inflation assumptions each year and integrate these into the customer pricing reviews/plans
  - Continual tracking of retailer margins versus the target of 3.5%
- Costings
  - Conduct scenario modelling for commercial decisions such as price changes, pack size adjustments and new product listings, etc.
  - Highlight and investigate areas of concern and key variances
  - Work closely with the management accounts team to understand product costings
  - Generate insights and ideas around cost improvements
  - Translate complex data into understandable and actionable insight for the commercial team
- Tenders
  - Provide financial insight guidance to support negotiations with key customers
  - Support by modelling scenarios, assessing risk, and providing clear recommendations ensuring decisions align with business objectives and profitability targets

- Support business planning cycles, including volume forecasting and promotional plans – focusing on a long-term view
- Long-term retailer agreements
  - Help with cost modelling
  - Updating cost models in line with changes
  - Customer revisions/timetable tracking

#### **Competencies to perform the role:**

This role requires the individual to:

- Build strong relationships with cross-functional teams including account managers, forecasting team, supply chain and finance to ensure aligned business planning and execution
- Act as a trusted advisor to the Commercial Director and the account managers
- Support a culture of commercial accountability and data-driven decision making

#### **Experience and Qualifications:**

- Qualified Accountant
- Experience within FMCG and fresh produce
- Commercial Finance experience
- Analytical and financial modelling skills
- Confident communicator able to influence at multiple levels across commercial and finance teams
- Communicator – making it understandable and simple and easy for all to use and interpret
- Understanding of P&Ls, promotional mechanics, and retailer economics

#### **Performing the role in line with the Monaghan Cultural Values:**

1. We do the right thing: We use this philosophy to drive every aspect of our business, from product, to process to people.
2. Forward Thinking: We think ahead, and we think for the long term.
3. Down to Earth: We understand the importance of communicating our discoveries in a straightforward way
4. Inspiring: We seek out new ways to excite and inspire each other
5. Egalitarian: We have always been grounded in the belief that everyone is equal. That everyone deserves an equal chance to speak, be heard and make an impact.