

Etex us one of the world's leaders for building materials with a portfolio of over 60 brands across the world and extensive knowledge of the construction industry. **Etex Building Performance** is the new Etex Group division that brings the technical strengths of **Siniat & Promat** together to benefit dry construction.

We are currently looking for the candidate to join our CEE structures (Poland, Romania and Ukraine) on the position of:

Price & Margin Manager

Finance & Controlling

Poland, Warsaw / Romania, Bucharest / Ukraine, Kyiv (location to choose)

Role purpose:

- Optimize selling prices for all products and all markets within CEE region;
- Identifying opportunities / proposing initiatives of top line growth;
- Building and managing transparent data information system on selling prices;
- Regular pricing / margin reporting for all stakeholders;
- Challenging constructively the sales, marketing and logistics/supply chain teams on pricing and commercial performance topics.

Role Profile:

- Several years of business experience sales, sales controlling or finance controlling;
- Solid business understanding (construction materials) with focus on commercial processes;
- Experience in project management;
- Experience in a matrix organization across different functions;
- Solid management accounting knowledge;
- Solid analytical skills to run/interpret complex and detailed analysis;
- IT skills to develop, use and maintain analytical tools;
- Good communication and negotiation skills.

Functional competencies:

- Perfect interpersonal skills / ability to get support and buy-in of pricing stakeholders;
- Strong analytical skills;
- Ability to adapt changing business/pricing context and to react quickly;
- Ability to see essentials in complex pricing processes and to find ways to improve those;
- Ability to deliver results;
- A solid constructive challenger with effective communication skills;
- People facilitating and coaching skills.

Role responsibilities

- **Governance & Compliance**
 - Assist management in preparation and promote the pricing strategy within the CEE region;
 - Support sales managers in preparation of pricing policies in line with the pricing strategy for all markets within the CEE region;
 - Support sales managers in developing solid price structure (i.e. list price, discount and rebate management) in line with the pricing policy;
 - In cooperation with sales managers manage the customer bonus system to ensure realisation of the pricing strategy;
 - In cooperation with sales managers and HR manager manage the sales team bonus system to ensure realisation of the pricing strategy;
 - Ensure pricing internal processes full compliance with Group guidelines and local regulations;
 - Ensure that pricing policies and procedures are all time respected;
 - Foster cross-functional alignment between sales, marketing, logistics /supply chain, controlling and administrative functions on price related topics.

▪ **Performance Monitoring and Price Optimization**

- Collect, review and processes publically available market data (i.e. market prices, market share etc.);
- Propose, systematically analyse and interpret leading and lagging key performance indicators (i.e. margin, price, volumes on area, product and customer levels.) in line with the Group KPIs and appropriate local indicators;
- Develop, maintain and ensure timely production of pricing / margin management reports and dashboards;
- Analyse the actual pricing / margin results as well as follow up realisation of agreed actions and timely communicate any deviation;
- Prepare agenda & manage regular Pricing Committees to review actual results, identify optimisation initiatives, agree corrective measures where necessary...etc.
- Search and detect margin optimization opportunities by using available tools (i.e. price and margin reports, scatters, waterfall analysis etc.)
- Constructively challenge and support the sales and marketing teams in the commercial performance areas;
- Train / coach sales teams on all financial aspects related to pricing and profitability.

▪ **Price Increase Planning & Execution**

- Keep track of the agreed prices changes plan and monitor its implementation;
- Support brand managers in setting the optimal selling prices for new products;
- Monitor and analyse the competition; price increase announcements, stakeholder communication, recent pricing practices
- Contribute to the yearly management cycle deliverables / support sales managers in price / margin forecasts.

If you are interested to join the team, please send your CV (in English) at rekrutacja@etexgroup.com.

Please include the following statement in your application: Wyrażam zgodę na przetwarzanie moich danych osobowych zawartych w mojej ofercie pracy dla potrzeb niezbędnych do realizacji procesu rekrutacji (zgodnie z ustawą dn. 29.08.97 roku o Ochronie Danych Osobowych Dz. Ust Nr 133 poz. 883).