



## Finance Analyst

Health Warrior ([www.healthwarrior.com](http://www.healthwarrior.com)), one of the fastest growing and most exciting companies in the natural foods industry, is the maker of the highest quality superfood snacks, Health Warrior Chia Bars™, Pumpkin Seed Bars, Protein Mug Muffins, and plant-based Protein Powder. Health Warrior's products are sold in premium natural food, grocery and mass retailers nationwide, as well as online via [HealthWarrior.com](http://HealthWarrior.com) and [Amazon.com](http://Amazon.com).

Our team is excited to work with people from all ethnic, religious and cultural backgrounds. We welcome diversity of life and experience. Passionate, excited people are encouraged to apply.

We are now accepting applications for an extremely talented individual to join our headquarters team in Richmond, VA as a Finance Analyst.

**This is not a normal job**, and there is no “typical day” at Health Warrior. As a nimble and growing startup, our full-time team has a ‘roll your sleeves up’ attitude and high level of enthusiasm and commitment. The Finance Analyst will be an integral part of a small and tightly knit Finance & Accounting team.

### Responsibilities:

- Trade promotion management and reporting
  - Tracking and recording of all trade promotion expense activity, variable and flat, and communication of significant variances to Sales and Finance Teams
  - Validation of trade promotion expenses against plan using a variety of volume sources
  - Resolution of trade expense discrepancies between Health Warrior and its customers and, when necessary, managing disputes for invalid charges, from initiation of dispute to final resolution
  - Review and update estimates for scan-based trade promotions for monthly P&L close
  - Analysis of trade spend effectiveness, including ROI calculations, post-event analysis and recommendations on opportunities for improvement
  - Develop and maintain weekly and monthly dashboards and reports
- Close coordination with Sales Team to develop and provide ad hoc analysis related to pricing, promotional activity, and post-event analytics
- Lead trade promotion components of forecast management and analysis
- Participate in the preparation and compilation of annual budgets and strategic planning for trade promotional activities
- Contribute to preparation of monthly, quarterly and annual financial reports

- Prepare other ad hoc reports for management and sales and marketing functions
- Continuously improve existing processes through standardization and simplification
- Develop/implement new processes, as necessary, to improve efficiency
- Provide FP&A and other support as needed

#### **Required Skills/Certifications:**

- BA/BS degree, preferably with Finance focus/concentration
- Ideally 2 years of business experience in a Consumer Packaged Goods category (preferably in the natural food industry) in one of three areas: (1) pricing and trade analytics, (2) field sales, and (3) HQ sales planning, category management or related function
- Must demonstrate ability to use analytics to influence business partners
- Strong knowledge of GAAP, general ledger accounting and financial reporting processes
- Ability and desire to go beyond the day to day requirements and deliver breakthrough work
- Love of numbers and ability to navigate comprehensive data easily and quickly
- Ability to multitask and manage many different moving pieces at once
- Advanced-level experience with Microsoft Excel and QuickBooks **required**
- Ability to work autonomously while maintaining close communication with Finance & Accounting group
- Overall willingness to chip in where needed as we continue to grow the company

#### **Required Personality Traits:**

- Strategic thinker and high intellectual horsepower with very strong analytical skills
- Deep focus and love for puzzles; strength and endurance when handling large volumes of data entry
- Accuracy and detail-orientedness; **highly organized** and efficient; seeks order in everything he/she does; structured in approach with the ability to 'roll with the punches'
- Sensitive treatment of confidential information
- Confidence in his/her own judgment and ability to make good decisions quickly
- Great interpersonal and communication skills, self-motivated and ambitious
- Takes ownership of his/her work and thinks beyond the scope of a given assignment
- Outgoing, can-do, positive personality; ability to talk to anyone
- Great listener and communicator (both orally and written)
- Creative problem solver
- Athletic, health, and wellness oriented
- Identifies with Michael Pollan and Mark Bittman
- Deep curiosity for old truths and the latest trends

This role is based in Health Warrior's headquarters in Richmond, Virginia. This position reports to the Controller. We will compensate you at competitive start-up rates and provide generous benefits and unlimited potential for adventure and innovation.

#### **Next Steps:**

Submit a brief cover letter and your resume to [thewarriorpath@healthwarrior.com](mailto:thewarriorpath@healthwarrior.com).

In your brief cover letter, please address the specifics of why you'd like to work with Health Warrior and why you are the best candidate for this role.