



Finance Graduate

At Musgrave, we've been Growing Good Business for over 148 years. And we're not stopping there. In fact, we're just getting started. As Ireland's largest private sector employer, we welcome talented people who want to be part of a thriving business with real purpose. Every role at Musgrave is a chance to define what Growing Good Business means.

We are currently recruiting for our award-winning Graduate Development Programme, and we want you to *bring your good* to our business and develop your career with us.

Role:	Finance Graduate	Location:	Hybrid with office locations in Cork, and Belfast
Type:	3-year contract	Travel Required:	Occasional business travel
Department:	Finance	Rotations:	3 x 12-month rotations in Finance teams in Cork, Dublin or Belfast

Purpose & Scope

In Musgrave, we support thousands of retail and foodservice family businesses. Every day we feed one in three people in Ireland through 18 market-leading food and beverage brands that include SuperValu, Centra, Daybreak, MACE, Frank and Honest, and Musgrave MarketPlace. At Musgrave our values and purpose challenge and inspire us to do the right thing, with a focus on practicing good, fair and honest business, a commitment to profit with purpose and working relentlessly to innovate and lead the way in our market.

Our Finance teams play a key role in contributing to the development, implementation, and governance of an effective business strategy that increases sustainable shareholder value, is aligned with our retail partnership model and strategy, and is in keeping with the long-term vision and values of the company.

Our Finance teams drive business performance through analysis and commentary, working closely with internal stakeholders and our independent retail partners. The role is exciting and varied as you will rotate around different areas of our finance department including retail and credit control, trading finance, and financial control. In addition, you will develop the business skills to understand and apply your technical skills in a business context; the relevant people skills to influence the decisions, actions, and behaviours of business stakeholders through effective communication, and leadership skills to lead your peers and teams to deliver business objectives. The career opportunities at the end of the programme are varied and successful graduates have taken various career pathways.

To support your professional development, you will be supported financially to achieve the Chartered Global Management Accountant (CGMA) professional qualification. This will be undertaken via the CGMA Finance Leadership Programme. This is an online learning programme, similar in scope and rigour to a master's degree, that teaches you the finance, business, people, and leadership skills that you need to succeed in the finance team of the future. All your learning, assessments, and Case Study exam preparation take place within the comprehensive FLP platform.

The professional experience you will complete in the rotations is aligned with the CIMA Competency Framework and counts towards the professional experience requirements criteria to become a CGMA designation holder. Successful achievement of the CGMA Finance Leadership Programme is a requirement of the Finance Graduate Programme. Depending on your undergraduate and/or postgraduate qualification, you may have exemptions for some stages on the CIMA pathway.

Our Finance Programme consists of 3 x 12-month rotations across key finance teams in our retail and wholesale business. These rotations may be based across Dublin, Cork, or Belfast and you must be flexible to rotate location as part of the Programme. The Finance rotations are aligned to give you the range of technical, accounting, and finance skills that management accountants need to do their jobs.

Key Activities

Finance graduates rotate across three different teams during the Programme and the following activities provide an overview of the typical activities within key areas. Other rotational experiences may arise due to business requirements and details of typical activities and responsibilities would be provided at that point.

Financial Control and Business Partnering

- Complete the period end accrual workbooks, collate inputs, and post all accruals on a monthly basis.
- Complete balance sheet reconciliations as assigned, getting a clear understanding of what each is for and ensure process notes are completed.
- Report on exceptions as part of the month-end process, establish what causes these exceptions, and how they can be prevented.
- Prepare and post all weekly journals for the Balanced Scorecard.
- Provide relevant insight and analysis to the business to help drive performance via weekly, monthly, and quarterly reporting on sales and margin. Support the business on requests for information to drive operational changes as required.
- Deliver KPI decks, quarterly accounts, and supporting information for relevant stakeholders to support the profit and growth agenda.
- Support the delivery of the forecasting and budget process using best-in-class supporting technology such as Anaplan.

Trading Finance – activities will vary based on business unit

- Support the finance team in developing and enhancing the brand profitability reporting.
- Provide analysis and support through reporting on Key Performance Indicators (KPIs) to our Trading/Commercial team and wider business, understanding and driving customer profitability. Analyse trends and report anomalies.
- Provide insightful financial information through reporting on a weekly, monthly, and quarterly basis and providing support to the Financial Accountant. Be responsible for maintaining the Key Performance Indicator (KPI) Scorecard at a high level of accuracy and detail versus forecasts, budget, and prior year.
- Provide support and input into the wider team engagement and development.
- Work closely with the Range Planning team to provide insights and performance benchmarking on the planogram process.
- Provide reporting and analysis on range performance to the Range Planning team and stores to identify areas of improvement.
- Become proficient in the use of relevant systems for range planning to build/edit reports and develop data modelling skills.
- Improve customer choice and business profitability by continuously monitoring Stock Keeping Unit (SKU) count, sales, margin, and customer buying behaviour.

Retail Finance – this team is a business partner to SuperValu and Centra Retailers, supporting on business plans as required

- Support the Retail Accountants in delivering profit improvement plans for our retail partners by regular engagement with the Retail Finance Team to assess needs and through monthly KPI reports presented at the Profitability Steering Meeting.
- Maintain weekly trackers for sales and margin.
- Provide analysis of retail accounts using benchmarking templates.
- Participate in ongoing retailer profitability projects as required and provide ad hoc support for reporting requirements.

Primary Relationships

- Financial/Management Accountants
- Functional Managers where required
- Financial Controller
- Retailers

Secondary Relationships

- Finance Director
- Graduate Mentor
- Early Careers Manager
- Other graduates

Essential Qualifications

- Honours Degree (Level 8); accountancy degree or accountancy modules are a distinct advantage

Desirable Qualifications

- Practical internship or experience in an accountancy or commercial role is an advantage
- Postgraduate qualifications in accountancy/financial field

Essential Skills

- Motivation to study for, and obtain, CGMA Professional qualification
- Desire to work in a commercially focused role in the food and beverage retail/wholesale industry
- Strong analytical skills and the ability to use data to inform decision making
- Strong influencing skills and the ability to manage challenging discussions for win/win outcomes
- Microsoft Office experience, in particular Excel
- Ability to deliver to aggressive targets and timelines
- Prioritisation skills to manage workload and competing demands

Desirable Skills

- Experience of influencing/negotiation situations
- Strategic thinking capability
- Experience of working in the food and beverage or retail/wholesale industry

Our Values

At Musgrave our values and purpose challenge and inspire us to do the right thing. We work in alignment with our values of **building and sustaining long term stable relationships built on a bedrock of honesty, working hard, achievement and not being greedy.**