

**Title: Financial Analyst**

**Term: Permanent, Full-Time**

**Location: Phoenix, AZ**

**ROKSTAD STRATEGIC INTENT**

We are an innovative and progressive family-orientated business that excels in providing safe, reliable Transmission and Distribution services for its valued clients across North America.

**SUMMARY**

The Financial Analyst will collaborate with the Finance team to complete deliverables relating to financial planning, analysis, and decision support. The Financial Analyst is responsible for developing reports, reporting tools and financial models, deploying budgets, formulating forecasts and tracking business unit and companywide performance against goals and objectives. The successful candidate will exhibit a high sense of urgency, and the ability to view obstacles as opportunities and deliver results in a dynamic & growth-oriented business environment. The Financial Analyst should possess strong business acumen and solid FP&A skills to deliver value to the finance team and business partners in our T&D businesses.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Creating and maintaining reporting tools for use in FP&A and other finance functions including templates and financial models;
- Responsible for the budgeting process (top-down and ground-up) and implement departmental and business unit level annual budgets and track performance against budgets for revenues, expenses, cash and capital expenditures;
- Preparing financial analysis of business units, projects and functions on a monthly basis tracking performance against budgets and forecasts and conduct reviews with cost center owners;
- Maintain reliable monthly forecasting of revenues, expenses, cash, working capital and capital expenditure investments; identify, track and manage risks and opportunities associated with those forecasts;
- Develop, communicate and track challenge initiatives deployed business unit and functional owners on revenues, costs and cash initiatives and partner with owners on delivering results against such initiatives;
- Ownership for internal and external reporting including monthly reporting, as well complete supplementary information reporting;
- Formulate and maintain short term 12-month forecasts as well as work with the Senior Leadership team on updating 4-year strategic growth plan;
- Use data to drive results through performing in-depth analysis, drawing insights, identifying required action through to follow-up and implementation of action items;
- Continuously conduct quality assessment of the underlying financial and operational processes implement improvements;
- Contribute to growth initiatives by participating on mergers & acquisitions related projects, including being an active member of the due diligence team reviewing financial forecasts and other data;
- Work on various broader finance and business initiatives or perform other related duties as required.

**JOB REQUIREMENTS**

- Ability to view obstacles as opportunities and deliver result in a dynamic & growth oriented business;
- Act as a role model and mentor to colleagues in Rokstad Finance team; ability to collaborative effectively with business partners on non-finance teams to drive results;

## ROKSTAD POWER

- Driven professional with high level of initiative and demonstrate proactive approach to problem solving;
- Polished communicator with excellent interpersonal skills and ability to seamlessly partner with non-finance business teams and build effective relationship as trusted business advisor;
- Result orientation and accountability driven (in self and in others) to deliver on goals and objectives;
- Ability to cut through complexity to identify issues and implement corrective actions on a timely basis;
- Inquisitive, not afraid to questions and investigate alternatives before recommending solutions;
- Detail oriented and able to dig deep and perform analytics to draw insights from data;
- Strong process focus, passion for simplification & digitization and process improvement;
- Advanced knowledge of Microsoft Excel and ability work on multiple ERPs and business IT systems;
- Adaptable work style with ability to manage multiple priorities with deadlines and deliver results with quality;
- Occasional travel may be required.

### EDUCATION, EXPERIENCE AND/OR CREDENTIALS

- Minimum two years of progressive Finance experience, including experience in FP&A;
- Bachelor's Degree in accounting, Finance or related field;
- Understanding of construction accounting, a plus but not required;
- Previous experience with developing and implementing KPIs, management reporting and financial analysis;
- Proficiency in Excel, MS Word and PowerPoint.

### CORPORATE COMPLIANCE RESPONSIBILITIES

#### **We care about our internal and external customers – loyalty is earned.**

- Listen, and listen more, to better understand – you get excited about opportunities to help others.
- Own customers' challenges to deliver unique solutions – you recognize that it's our privilege to serve customers because without "them," there is no "us."
- Focus on what is "important" as opposed to "urgent" – you focus on the big picture rather than getting lost in the details.
- Express thanks to those who help us constantly improve – you recognize and embrace constructive criticism.

#### **We strive for safety excellence – practice safety within the workplace, our homes, and at play.**

- No compromise on safety – make safety a thought, an action, a cornerstone belief in everything you do.
- Live safely for yourself, your team, and your family – you work together to ensure safety for all.
- Learn and improve from past experiences – lessons learned fuel our future successes.

#### **We create a great workplace by filling it with spectacular people – set expectations high, have fun, and celebrate our successes.**

- Succeed through professional and personal growth – take ownership of your own success.
- Always be a Rokstad ambassador – take pride in opportunities to share your beliefs, learnings, strengths, and ideas.
- Respect the unique contribution that every employee brings to the table – be open to learning and growing from employees who move Rokstad forward and help you achieve more.
- Place importance on effectiveness rather than effort – work smarter, by being conscious of your current levels of productivity, health, and happiness.

#### **We take pride in what we do – how we show up is important.**

- Be part of the solution – you problem solve rather than complain, gossip, or cut others down.

## ROKSTAD POWER

- Know when to lead, know when to follow – check your ego at the door.
- Pursue improvement ... relentlessly – you make continual changes to grow.
- Strive to achieve the best results – you have higher expectations of yourself than Rokstad has of you.
- Embrace change – you understand that markets change, competition changes, and technology changes.

### **We stand among the very best – doing it right makes our reputation even stronger.**

- Act in Rokstad's best interest – as though you are an owner.
- Say what you mean, mean what you say –One dishonest action can ruin a lifetime of goodwill.
- Demonstrate trust in order to gain trust – an honest day's work for an honest day's pay.
- Lead by example – you recognize that your actions are always being observed, and actions speak louder than words.
- Seek first to understand before seeking to be understood – you avoid drawing ill-informed conclusions or assumptions.

### **We respect our position in the broader community – act in accordance with our culture and values.**

- Build and support the communities where we work and live – make the world cleaner, safer, and more interesting.
- Care for and respect our environment – promote environmentally sound practices throughout every aspect of our business.
- Create a culture of inclusion built on trust, respect, and dignity for all – build teams that capitalize on the diverse talents of all employees.
- Explore opportunities to grow and develop positive relationships with First Nations – create mutually beneficial partnerships.

## HOW TO APPLY

If you are looking for an exciting career with a fast growing, progressive company, please email your resume to [careers@rokstadpower.com](mailto:careers@rokstadpower.com) or fax 1-888-310-8831. Please include the job title in the email subject line.

We thank all applicants for showing an interest in this position. Only those selected for an interview will be contacted.