

## Factory Cost Analyst

**Be part of something special.  
Join Vanden Recycling UK.**

At Vanden, we're passionate about transforming waste into a valuable commodity. Our mission is to make it simple for businesses to deal with their waste in an environmentally responsible and cost-effective way.

And since we started on our journey, back in 2005, we've gone from strength to strength. We've developed a worldwide presence, serving hundreds of customers in over 20 countries. And we've grown a strong, capable team of colleagues who are dedicated and loyal.

Our recycling facility based in Whittlesey (PE7 2EX), which opened in March 2017, specialises in the collection of a variety of plastic and polymer processing and manufacturing industrial waste across the UK. Such material includes everything from production over-runs, offcuts, lumps/purge and packaging from polymers such as ABS, HDPE, LDPE, MDPE, PC, PET, PP, PS and PVC.

Obtaining quality data and conducting in depth analysis on product and production costings with a goal to maximising margins will be your top priority. This position will require you to carry out detailed data collection on the shop floor, analyse and reach factual conclusions that will help shape future procurement and processing strategy.

### **The current landscape:**

At a sector level, the industry is experiencing a surge of interest. As plastics gain increased media coverage, scrutiny is being placed on unrecyclable plastics which will lead to significant packaging design changes. The result is a larger volume of recyclable plastic which with greater public and industry awareness will result in favourable business conditions, particularly for our production site in the UK.

Organisationally, we're also faced with the opportunity to establish Vanden's position: capable of leading the way in creating an efficient and vertically integrated supply chain. As a result, we need the right people in place; and we are expanding our Finance team to support us in our ambitious aims and develop the manufacturing side of our business.

## **The invitation:**

It is indeed an exciting time to join Vanden. We're in a strong position, and we are confident that with the right team we can go from success to success. We see the Factory Cost Analyst as forming part of our platform for growth, for both the successful candidate and for us. To join us on this exciting journey, we need brilliant people who share our ambition and are ready for the next, most exciting part of our story: could that be you?

## **Nature and scope of the role: Our ideal candidate**

BDO's are goal-orientated, get their hands dirty, perhaps working on the factory floor at times and on-site with our customers and suppliers. They turn challenges into opportunities to demonstrate that Vanden can quickly solve problems. When things are tough, BDOs take perspective, step back and remain objective because they leave their ego at the door instead of bringing it into the conversation. In this way, we stay flexible, seek to pinpoint what really matters and find workable actions, quickly. That is how we thrive in a competitive market. Our people are eager to stay up-to-date by reading, attending training and take ownership of personal development, personally.

## **Our Values:**

Attached with this job description is a copy of our company Values. We're looking for candidates who share these values and behaviours that mark us as individuals yet bring us together collectively as Vanden people, to produce exceptional outcomes.

## **Application Process**

### **How to apply:**

To apply, you are required to produce a CV and personal statement. These need to be tailored to the job description and person specification and show how you reflect the technical and behavioural requirements. Please email to [HR@vandenrecycling.com](mailto:HR@vandenrecycling.com).

### **The selection process:**

Successful candidates will be invited to attend a multi-phase assessment that includes:

**Step 1:** A formal interview

**Step 2:** Psychometric Testing

**Step 3:** Second formal interview

## Factory Cost Analyst – Peterborough

### Job Summary

To best support us, our ideal candidate will have the ability to work with people in all levels of the business from the production floor to management. Detail driven and analytical, you will demonstrate absolute ownership over your essential responsibilities to achieve the required outcomes.

Whilst driving cost analysis is a vital part of the role, we seek a candidate who can also demonstrate creativity in problem solving and ultimately help to drive margins up. When faced with challenges you will need to be patient, yet tenacious and persistent.

You will need an open mind-set, and work flexibly with innovative ideas, yet be practical in delivery. Problem solving dialogue provide opportunities to build and enjoy the interaction with colleagues. As a strong performer you will be; an excellent communicator, impatient to use your initiative and be both investigative and imaginative, able to thrive on change and pro-active to drive change.

With no fear of failure, you will appreciate being performance measured and use this information to hone your future working methods. We expect adherence to our processes and procedures, be able to take direction and to complete administrative work with good grace and competence.

Therefore, this role is suited to an ambitious individual who is excited to help drive the development of the factory as a whole.

Role Requirements:

To be considered for this role, candidates will be interested in manufacturing, happy to walk the shop floor and not afraid to get their hands dirty as often as is needed. They will have an inquisitive mind that wants to find out what drives the numbers, thrives on change and is willing to identify and drive change. Motivated to learn and develop their knowledge, this isn't a role for a desk bound "number cruncher", but someone who wants to make an impact on the ground and grow with the business.

### Essential Duties & Responsibilities

#### Business Development & Delivery:

- > Meticulously log and collate data whether it is readily available or requires collection personally on the production floor
- > Control and maintain stock sheets, ensuring absolute accuracy to drive high quality financial reporting on a weekly basis

- > Implementation and maintenance of a standard budgeting system for new and existing contracts and commodities ensuring these are accurate and consistent
- > Finance point of contact for commercial teams for budgeting of proposals and contracts. Ensuring overall accuracy, adherence to standard models and required margins
- > Contribute to the production of financial information for monthly forecasting, budget and performance for the factory
- > Produce meaningful and accurate analysis of factory performance for budget comparisons and to ultimately drive better decision making
- > Monthly WIP and inventory valuation and reconciliation ensuring that any variances are investigated, resolved and reported on in a timely manner
- > Log and perform deep analysis of man hours, product movements, stock days, downtime, wastage, production times, downtime and throughputs to refine costings.
  - > To compile performance information for all commodities and contracts
  - > To work with management to refine operating standards
- > Be proactive and entrepreneurial in identifying the most valuable product lines and notify management to adjust procurement or sales strategies accordingly
- > Ensure any budget changes are communicated effectively and justifiably to appropriate stakeholders
- > Regularly review product and customer profitability margins and costs to serve and set meaningful margin / contribution KPI's and report to management
- > Ensure appropriate controls are in place for all factory procurement and in line with company policy
- > Utilise knowledge and experience to identify day to day control issues and identify control implications resulting from changing circumstances and enlist the support of team members to resolve
- > Drive cost and profit opportunity awareness with all team members
- > Be flexible in approach, able to adapt to change and support adhoc reporting requirements
- > Support with implementation of ERP system and contribute to ongoing enhancement of capabilities
- > Work with operations and business development teams to investigate unexpected results or adverse trends, and communicate outcomes to management to drive prioritisation and resolution
- > Work with management to translate financial measures into practical operational targets and establish control processes to ensure achievement of these targets

## **Person Specification**

(all criteria are essential unless otherwise indicated)

### **Knowledge (Education & Related Experience):**

- > Working toward a CCAB qualification, CIMA would be preferred, or other relevant professional body such as the Association of Cost Engineers (ACostE) at Incorporated level or willingness to work towards required accreditation level within a year

- > Minimum of 2 'A' levels in relevant subjects
- > Experience of cost and production analysis in a manufacturing business with multiple commodity inputs which are used to create a finished product (with QC measures at input and output)
- > Experience of producing detailed costing reports and analysis that drove change with positive impact on KPI's
- > Experience developing and enhancing standard operating procedures and costing models
- > Experience of taking responsibility for month end reporting of Work in Progress and Stock reporting
- > Experience using accounting software and/or ERP systems
- > Proficient using excel and all Microsoft Office programs with the ability to pick up new platforms quickly

## **Skills & Abilities:**

- > Able to stand back and review data/information to see the 'big picture.'
- > Apply logic and reasoning to appraisal situations
- > Anticipate opportunities and risks
- > Be creative in implementing solutions to drive efficiencies and ultimately margin
- > Capable of building rapport quickly with colleagues and customers
- > Adept at effective colleague collaboration in achieving results
- > Manage and respond rapidly to changing/competing priorities
- > Highly organised, able to work independently to plan own time, e.g. use electronic calendars and reminders
- > Capable of following internal procedures
- > Able to present and clearly communicate information in speaking and writing
- > Able to ensure tasks are completed on time and to a high standard
- > Adept in using Excel, Outlook, Word, PowerPoint, Skype

## **General Attributes:**

- > Willing to take ownership of the role and drive success
- > Willing to learn about customer businesses, e.g. processes, products, limitations and inquisitive in approach
- > Self-aware and reflective about successes and failures e.g. focuses on facts and evidence over 'story', seeks feedback
- > Resilient approachable to quickly overcome disappointment and failure
- > Willing to learn and follow internal processes, yet happy to suggest improvements
- > Professional and ethical in their approach
- > Committed to on-going personal and professional development