



Financial Analyst

All Flex Solutions is seeking a qualified individual to work in our Flex Center of Excellence. The Financial Analyst position is accountable for the ongoing analysis of process constraints, target costing projects, margin analysis, and tracing costs back to underlying activities. The Financial Analyst must also construct and monitor those cost-effective data accumulation systems needed to provide an appropriate level of costing information to management.

Responsibilities and Duties

1. Review new jobs ahead of releasing to the shop floor. Capture cost and margin detail for use in communicating to sales. Communicate potential constraints.
2. Review completed jobs and capture actual cost. Provide updated margin detail to sales and communicate potential constraints to production.
3. Report on margins and breakeven analysis as required.
4. Process reporting for daily, weekly, quarterly, and annual productivity and schedule attainment metrics.
5. Process daily and weekly overtime reports.
6. Monthly review of system changes to identify inaccuracies.
7. Month end inventory reporting and associated entries for Raw Materials, Components, Finished Goods, and Work-In-Process.
8. Review and audit precious metal usage.
9. Process monthly and quarterly reserve calculations for obsolete inventory.
10. Preparation and closing of monthly sales accumulation spreadsheet. Serve as backup to daily reporting.
11. Process and analysis of purchase price variance reporting.
12. Calculate product yield and work with production & engineering to establish forecasted yields for volume programs.
13. Complete time studies.
14. Review labor and overhead rates and suggest policy changes to improve financial results.
15. Classify costs accurately.

16. Analyze costs of raw materials and other supplies and create cost-benefit analysis for changing vendors.
17. Work closely with other departments. Perform ad hoc requests to support departments.
18. Participate in special projects as needed.
19. Comply with Generally Accepted Accounting Principles (GAAP) for financial statements.

Requirements

1. Bachelor's degree in accounting or related field required.
2. Experience in job shop manufacturing environment a plus.
3. Advanced critical thinking skills and analysis skills required to understand and interpret production costs, margins, process costs and variances.
4. Cost build-up and estimation skills.
5. Strong problem solving and creative skills and the ability to exercise sound judgement and make decisions based on accurate and timely analysis.
6. High level of integrity and dependability with a strong sense of urgency and results orientation.
7. Administrative skills in Microsoft office applications including strong excel skills and manufacturing software programs.
8. Open to change and the ability to adapt, seek out, and utilize new technological advancements.
9. Excellent numerical ability and high degree of accuracy is required.

Working Conditions

1. Work is done in an office environment with work from home available a couple of days a week. Early on it will require more on-site work. Position may have primary office in either Northfield or Bloomington, but must have the ability to regularly work from both locations.
2. Work on the plant floor may present an exposure to possibly hazardous conditions. Proper safety equipment is provided by the company for employees, its use is mandatory.

Company Expectations

1. Perform quality work within deadlines with or without direct supervision.
2. Is in attendance to meet the demands of the job and work the hours expected by the company. Gives advance notice of days away from work, and keeps unscheduled absences to a minimum.

3. Complete work independently while understanding the necessity for communicating and coordinating work efforts with other co-workers and management.
4. Understanding of All Flex Solutions Quality Policy, and implements it in all processes.
5. Strong alignment with the All Flex Solutions Core values and adoption of the Freedom Scale.