



Global Finance Manager

BrightHouse, a business division of The Boston Consulting Group, is a global creative consultancy. We help organizations uncover their timeless purpose, so they can grow their people, profits and social impact.

BrightHouse (BH) is seeking an experienced, strategic and visionary *Global Finance Manager* who is capable of advising senior leaders on financial performance and driving results across a global organization.

Reporting to BH's CEO, this professional will be responsible for ensuring the appropriate finance controls and policies are in place across the organization and should be a trusted advisor to our Managing Directors (MDs) during commercial negotiations.

BH Global Finance Manager is a member of the BH leadership team who will lead all aspects of the finance function for BH: Insight, analysis and reporting; planning, forecasting and cost management; client service and support; management of relationship with BCG finance shared service teams

This person will also nurture and develop BH finance team, and evolve the function to meet the unique needs of our business and team

Job Description

Business Partnering

- Partner with BH MDs in all locations and BCG global/regional finance functions to provide insight to support timely business decisions, identify potential options and addressing needs for management reporting and analysis
- Monitor and develop key metrics of the business and make recommendations to leadership to issue, enhance, modify firm policies and procedures
- Provide strategic commercial support and advice on specific project economics and pricing tradeoffs and approaches
- Ensure partnering with BCG Finance teams to ensure proper understanding and impact of investments and pricing decisions
- Participate in, and present at, system leadership meetings



Planning, Reporting and Analysis

- Work with CEO & Business Services and Operations Director to articulate long-term financial goals and targets and prepare the annual plan, long-range plans, and regular re-estimates
- Lead consultant capacity planning and coordinate and manage consultant capacity on monthly basis teaming with other functions
- Lead the production and analysis for annual operational budgets and forecasts in accordance with regional and global guidelines, business trends and line management
- Lead comparison and analysis of cost across the offices and look for opportunities to improve efficiency and create consistency
- Be proactive in determining the impact of variances on the annual plan, recommending remedial actions timely
- Own the analysis and reporting to provide insight and analysis to manage effectively the business, particularly as it evolves and grows
- Responsible for oversight of the CAPEX budgets, working closely with global Real Estate team and IT Team as appropriate

Client Service and Support

- Lead BH Finance team to ensure impactful client project management, support, reporting, and analysis
- Ensure case economics are understood by the MD group and be a thought partner on how to improve performance from at a case level to implementation of structural changes in the business practices that foster BH profitability
- Interact directly with MDs on case team modelling to ensure accuracy and consistency in project planning, budgeting, and revenue recognition
- Assist in client negotiations and contracting as needed directly or through teaming with appropriate experts, explicitly be point of reference to the MD group on Internal Investment vehicles at BCG and implications to BH business
- Review office metrics on client contracting to ensure terms and potential risks are captured, reported, and tracked properly across the system's client portfolios
- Implement best practices in client contracting, billings and collections, ensure proper management of WIP, accounts receivable, collections and absorptions
- Coordinate BH revenue Credit process



BCG shared services

- Responsible for defining the portfolio and implementation of services to be delivered by BCG Finance shared services
- Develop communication platforms with Shared services team to ensure accounting records reflects business dynamics
- Be the point of contact to BCG Shared Services Finance Team leadership
- Team with payroll shared services provided by BCG to ensure controls and processes for new hires, terminations, transfers and senior advisor arrangements
- Monitor cross border activity and address related tax and legal issues and oversight of activities to proactively manage with BCG Shared Services potential issues

Finance Leadership & Teaming

- Team with CEO and Business Services and Operations Director to optimize the finance support model and evolve the operating model to support growth and continuous improvement of the overall business
- Ensure a talented and cohesive finance team by leading, coaching and developing the team
- Set general direction for training, development and mentorship across the BH finance function
- Establish and foster close ties with other BCG Global Functions and regional finance team and ABMs Finance Directors to better drive best practices and operational excellence

Basic Job Requirements

- Bachelor's degree in Accounting or Finance
- MBA and/or CPA preferred
- 7+ years of experience in financial analysis/planning or general accounting
- 3+ years of managerial experience preferred
- Experience in a professional services or advertising industries a plus
- Excellent communication and organizational skills
- Good working knowledge of personal computer systems and above average competency in spreadsheet programs, utilizing a windows environment (Excel, Word, PowerPoint, Business Objects, Oracle)
- Strong knowledge of principles, procedures, and practices of general accounting



Key Competencies

- Provide leadership, establish trust and credibility on all levels
- Establish a meaningful seat at the table with senior leadership, effectively communicate business implications and insights drawn from financial data
- Attention to detail, well-organized, and able to set priorities
- Strong analytical ability and ability to use data to tell a story
- Hands-on experience with general ledger systems, budgets and financial planning and analysis processes
- Ability to work effectively under narrow time limitation to produce accurate result
- Dependable and cooperative team player
- Utilizes good judgment in dealing with work flow and uncertain situations
- Handles situations with poise, understanding, and tact
- Ability to respect all BCG information as personal and confidential

Additional Information

Senior Manager or Manager depending on candidate experience