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## Title: Director of Finance & Pricing

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### Company Overview

People2.0 is the world's largest global employer of record (EOR) and agent of record (AOR) services platform, created exclusively to serve the talent ecosystem, including staffing agencies, search and recruiting firms, individual recruiters, mass talent procurement organizations, and compliance, contracting, and consulting companies.

People2.0 enables talent providers, large and small, to place anyone in any work arrangement, anywhere—simply, quickly, and compliantly. Our global team is dedicated to helping our customers expand their value proposition, optimize opportunities to access the global talent pool, and create a borderless world of unlimited growth for their business.

Visit [People20.com](https://people20.com).

### Position Overview

The Director of Finance & Pricing will oversee the ongoing analysis of the Company's business operations. Responsibilities include budgeting, planning, pricing, and forecasting. The role will perform economic evaluations of projects and investments to improve operational performance, providing an economic framework for evaluating results by customer, program, and/or product; and creating financial models for the evaluation of potential acquisitions and/or business relationships.

### Specific Responsibilities

- Work with operational and financial management to drive the annual budgeting and quarterly forecasting process for every segment of business operations.
- Ensure historical periods included in all budget and forecast reports are reflective of actual results in the company's historical financial reports. Ensure any management-based performance reporting is reconciled to GAAP based financial information.
- Direct preparation of the annual budget and budget tracking reports. Review actuals with management and provide for an understanding of variances.
- Manage the sales analysis and sales reporting processes. Develop sales performance metrics and implement regular sales reporting, including trend analysis and sales forecasting.
- Support major Company initiatives such as strategic investments, projects and acquisitions by working with Company management to develop accurate and relevant financial analysis of such opportunities.
- Assist Operational management with understanding and managing the performance of the business. Establish key performance indicators (KPIs) and scorecards to monitor the business specifically with regard to efficiency, profitability and time and resource management.
- Maintain a thorough understanding of the Company's growth and profitability goals in order to accurately assess the pros and cons of new business proposals.
- Maintain accurate and up-to-date pricing metrics for payroll taxes, government remittances, insurance and other cost inputs.
- Facilitate discussions that support the Company's growth, strategy and profitability.
- Oversee and prepare all pre-sales financial reviews for management.
- Develop pricing policies used for new sales and for monitoring ongoing customer profitability across the organization.
- Participate in the contract process to ensure all necessary reviews are done by functional areas.

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### Skills and Qualifications

- Bachelors' degree in Accounting, Finance or related discipline required, Master's degree a plus
- At least 5 years of relevant experience; experience in the talent procurement sector (Staffing, Recruiting, EOR/AOR) and/or business services is a plus
- M&A, and private equity experience is a plus
- Superior financial and analysis skills with strong attention to detail
- Highly motivated, high impact, self-starter with the ability to manage multiple high-intensity workstreams concurrently
- Excellent presentation/communication skills, with the ability to distill complex analyses into executive-level insights and recommendations
- Excellent written, verbal and presentation skills
- Highest ethical standards, excellent judgment, and personal/professional integrity; discretion in handling confidential information
- A track record of taking ownership over projects and helping them succeed
- Comfortable with advanced quantitative and qualitative data analysis and reporting on results
- Highly collaborative and have experience working with cross-functional teams to execute transactions
- Ability to work effectively in a team environment; demonstrated ability to develop team members.
- Excellent written and presentation skills coupled with strong interpersonal and team-building capabilities across different functional areas.
- Strong computer skills including Microsoft Office applications as well as Tax accounting, preparation, and research systems.

*People 2.0 is an equal opportunity employer and welcomes and encourages applications from people with disabilities. Accommodations are available to applicants taking part in all aspects of the selection process. If you require accommodation for a disability at any stage of the recruitment process, please contact [HRCanada@people20.com](mailto:HRCanada@people20.com).*