

## Employment Opportunity

### Financial Analyst

Thiele Kaolin Company, a leading provider of tailored mineral solutions, is currently recruiting for a Financial Analyst. Salary range is \$110k-\$125k commensurate with skills and experience. Job location hybrid (minimum of three days per week at Corporate Headquarters) located in Sandersville, Georgia.

#### SUMMARY OF POSITION:

As a Financial Analyst, you will report to the CFO and play a pivotal role in supporting the company's financial planning and analysis activities. Leveraging your extensive experience and expertise, you will provide critical financial insights, analysis, and recommendations to drive informed decision-making. You will collaborate closely with cross-functional teams and senior management to optimize financial performance, identify growth opportunities, and mitigate risks. This is a senior-level position that requires a deep understanding of financial principles, exceptional analytical skills, and the ability to navigate complex financial data.

#### SKILL REQUIREMENTS AND QUALIFICATIONS:

- Bachelor's degree in Finance, Accounting, Economics, or a related field (**Master's degree preferred**)
- Professional certifications such as CPA (**Certified Public Accountant**) or CFA (**Chartered Financial Analyst**) highly desirable
- 5 plus years of progressively responsible experience as a Financial Analyst or in a similar financial planning and analysis role
- Strong knowledge of financial analysis techniques, forecasting, budgeting, and financial modeling
- Demonstrated expertise in customer price governance, with a track record of implementing successful pricing strategies.
- Advanced proficiency in financial software and tools (e.g., **Excel, ERP systems**) and experience with data visualization tools (e.g., **Tableau, Power BI**)
- Excellent analytical skills, attention to detail, and the ability to interpret complex financial data
- Solid understanding of accounting principles, financial regulations, and compliance standards
- Exceptional communication and presentation skills, with the ability to effectively convey financial concepts to both finance and non-finance professionals
- Strong business acumen and the ability to think strategically, providing valuable insights and recommendations
- Proven track record of working effectively in a fast-paced, deadline-driven environment
- Demonstrated ability to collaborate and influence stakeholders at various levels of the organization

#### PRIMARY RESPONSIBILITIES:

- Financial Planning and Analysis: Conduct comprehensive financial analysis, forecasting, and modeling to support strategic planning and budgeting processes.
- Performance Analysis: Analyze and interpret financial data, key performance indicators (KPIs), and operational metrics to evaluate the company's financial performance and identify trends, opportunities, and risks.
- Financial Reporting: Prepare accurate and timely financial reports, management presentations, and dashboards to communicate financial insights and performance metrics to senior management and key stakeholders.
- Investment Analysis: Evaluate investment opportunities, conduct feasibility studies, and assess the financial viability of new initiatives, projects, and potential acquisitions.
- Cost Analysis: Analyze cost structures, cost drivers, and profitability to optimize resource allocation, identify cost-saving opportunities, and improve operational efficiency.
- Risk Assessment: Identify financial risks, assess their potential impact on business objectives, and develop strategies to mitigate and manage those risks.
- Financial Strategy: Collaborate with the finance team and senior management to develop and refine financial strategies, goals, and initiatives aligned with overall business objectives.
- Lead the customer price governance function, overseeing the development and implementation of pricing strategies and policies.
- Conduct thorough analysis of customer pricing trends, market dynamics, and competitive landscape to identify opportunities for price optimization and growth.
- Collaborate with the Sales team to analyze customer segmentation and develop pricing models that align with different customer segments.
- Conduct regular pricing reviews and present findings and recommendations to senior management.
- Continuous Improvement: Stay abreast of industry trends, best practices, and regulatory changes in finance and contribute to the continuous improvement of financial processes, systems, and methodologies.

Thiele offers excellent pay and a comprehensive fringe benefits package. This package includes medical and life insurance, dental, vision, sick pay, LTD, paid vacation and holidays, 401K, and educational assistance. Qualified candidates should email a resume to [latonya.martin@thielekaolin.com](mailto:latonya.martin@thielekaolin.com). **Please note "Financial Analyst" in the subject line.** Any job offer will be contingent upon the successful candidate passing a physical exam, including a drug screen and a background check as warranted.

**Thiele Kaolin Company is an Equal Opportunity Employer.**

**Thiele Kaolin Company is a Drug Free workplace.**

