

FP&A Financial Analyst (22-24 month Maternity Replacement)

Note: The use of the masculine gender includes the feminine and is employed solely to facilitate reading.

Can you imagine a career that touches the lives of people everywhere? Can you imagine yourself working in a fast paced and dynamic workplace where rapid decision making, entrepreneurial initiatives, customer service and community become your new vision? A vision that drives our growth and success...if so, then Paladin is the place for you!

Paladin Labs Inc., headquartered in Montreal, Canada, is a specialty pharmaceutical company focused on acquiring or in-licensing innovative pharmaceutical products for the Canadian market. Paladin has a focused marketing and sales organization that has helped it evolve into one of Canada's leading specialty pharmaceutical companies. Paladin Labs is an operating company of Endo International plc, a highly focused generics and specialty branded pharmaceutical company.

We are a dynamic and fast growing organization. Paladin is constantly looking for great people to contribute to our growing business. We believe in empowering our employees by giving them the freedom to raise new ideas and encourage decision making in an environment that fosters the growth and development of each individual. Paladin's culture is committed to building our business as well as our community, helping others, encouraging integrity and inspiring people to make a difference.

Paladin Labs is currently searching for a FP&A Financial Analyst.

The primary focus of this position is to provide financial planning and analytical decision support to the Paladin business functions through financial modeling, expense tracking, risk opportunity analysis, and standard/ad hoc financial analysis. Responsibilities also include monthly/quarterly group reporting preparation and submission for budget, LBE, LV and Quarterly Business Reviews.

The incumbent will work on a variety of strategic and tactical initiatives for the assigned areas.

*This is a 22-24 month contract, Full time position.

The FP&A Financial Analyst will work directly with Sr. Director Finance to provide various forms of financial analysis in support of business decision-making, including:

- Standard monthly management reporting requirements including sales performance, price/volume analysis, P&L commentary, Product level P&Ls and expense reporting.
- Coordinate and consolidate the division's annual budget and Strategic LTP processes, as well as quarterly forecasting updates and provide financial insight to Management.
- Support the monthly and annual financial planning and forecasting activities for specific business units and departments within the Paladin segment; forecast cycles include Annual Budget, Long-term Strategic Plan, quarterly LBEs and Latest Views, timely identification of risks & opportunities.
- Prepare monthly analytics focused on key performance indicators and financial returns;
- Manage the monthly/quarterly/year-end process to recap and analyze business results versus Plan and Forecast to be reported to Parent Company.
- Support preparation of Quarterly Business Review and Budget/LBE presentations.
- Develop and maintain various financial models and standard templates to aid Finance and Department Heads during the Planning & Forecasting process.
- Act as primary liaison with IT and financial systems & reporting team to ensure design and functionality of financial management system meets requirements to effectively & efficiently monitor Paladin segment performance.



- Maintain system related procedures ancillary to the corporate budgeting, forecasting, and LTP processes.
- Assist Sr. Director Finance with other ad hoc analyses as requested to measure divisional operational effectiveness, performance against expectations, and support of corporate initiatives as required.
- Ensure control requirements are met in accordance with Corporate and SOX guidelines.

Characteristics of a Good Candidate

- Strong analytical skills coupled with a solid understanding of business dynamics.
- Effective communication is necessary with the ability to interface with management as well as within various functional and finance groups.
- Ability to communicate key information to a variety of functions and styles and educate others effectively on processes employed.
- Ability to multi-task and work under tight timelines.
- Able to gather and analyze information skillfully and identify and further resolve problems in a timely manner.

Experience, Training and Education

Required

- Bachelor's degree in Accounting, Finance, or related field required.
- CPA (Chartered Accountant) and/or MBA preferred.
- 4+ years of work experience in finance, accounting or auditing.
- Bilingual (English and French)
- Proficient in all Microsoft Office applications, particularly Excel and Power Point.
- Strong problem solving skills necessary. Able to gather and analyze information skillfully and identify and further resolve problems in a timely manner.

Asset

- Pharmaceutical industry experience.
- Knowledge of One Stream and/or SAP.
- Solid understanding of US GAAP.

*To apply, please send your resume: hr@paladinlabs.com
Only selected candidates will be contacted.*