



# Targeting & Incentives

## Expert

# Department: HR



## Role

### Incentives

- ◆ Define and execute business cycle for incentives
- ◆ Define fit for purpose management information
- ◆ Work with business to ensure schemes meet requirements
- ◆ Actively supports wider business cycle

### Forecasting & Targeting

- ◆ Understand demand
- ◆ Understand strategy and how it flows to numbers
- ◆ Own forecast/budget/target process
- ◆ BP finance on budget
- ◆ Scenario planning

### Insight & Action

- ◆ Understand and align to wide company analytics activity
- ◆ Understand good and bad performance

### Knowledge, Skills and Abilities

- ◆ Team player who can work in a dynamic environment
- ◆ Demonstrated advanced spreadsheet, database and word processing application skills
- ◆ Exceptional mathematical, analytical, critical thinking and problem solving skills
- ◆ Proven ability to synthesize complex and detailed data into meaningful insights
- ◆ Presents compelling arguments to support
- ◆ Results-oriented to ensure deliverables



## Requirements

### Education/Experience

- ◆ Bachelor's degree in Economics, Finance, Business Administration, or highly quantitative degree
- ◆ 3-4 years of applicable analytical experience that include budgeting, forecasting and BI systems

### Competencies

- ◆ Technical/Professional Knowledge and Skills: Having achieved a satisfactory level of technical and professional skill or knowledge in position-related areas;
- ◆ Building Partnerships: Identifying opportunities and taking action to build strategic relationships/
- ◆ Initiating Action: Taking prompt action to accomplish objectives.
- ◆ Communication: Clearly conveying information and ideas through a variety of media to individuals or groups.

Send your application to:  
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