



Position:	Profitability Analyst	Department:	Finance
Classification:	Salary/Exempt	Reports To:	VP of Finance
Date Created:	11/24/2023	Last Revised:	11/24/2023

Job Overview:

The Profitability Analyst is responsible for optimizing the company's margins by analyzing market trends, managing pricing structures, driving operational efficiencies, and collaborating with cross-functional teams to ensure our pricing strategies align with the company's objectives. The Profitability Analyst, deploying a keen analytical mind and strategic thinking, will deliver high value by building upon existing company initiatives to increase company profitability.

Essential Functions:

1. Provide insight and recommendations on all pricing strategies and processes included but not limited to general market price performance, targeted inflation/deflation, and promotional activity.
2. Margin optimization: set and adjust prices for products, considering factors like demand, seasonality, and cost fluctuations.
3. Ensure accurate and timely implementation of price changes across the organization.
4. Develop a deep understanding of critical cost factors that in turn drive pricing and margin enhancement strategies and tactics.
5. Review financial data, including sales, costs, margins, and expenses to identify trends, variations, and opportunities to improve gross and net margins.
6. Run and evaluate daily, weekly, monthly margins reports; by creating, analyzing, and distributing analysis and recommendations.
7. Outlier and exception troubleshooting and resolution.
8. Develop process and reporting to track and report on pricing actions and performance, including tracking price changes through to the gross margin level.
9. Create a culture of partnership with the sales team whereby the market, customer segment, and market competitiveness are factored into recommendations for margin enhancement.
10. Analyze inventory evaluations to find review costing issues, inventory value changes and align with purchasing on inventory cost changes.
11. Identify margin opportunities for customers and products and develop recommended actions to improve profitability and competitiveness within the market over time.
12. Utilize all market analysis tools to stay informed about industry trends, market dynamics, and competitive performance to support informed and recommend pricing structures.

13. Analyze the components that drive net margin, including identifying trends and efficiencies in our operational expenses.
14. Price setting and execution: set and adjust prices for products, considering factors like demand, seasonality, and cost fluctuations. Ensure accurate and timely implementation of price changes across the organization.
15. Collaboration with contract and vendor billing departments.

Additional Responsibilities:

1. Support various company projects and initiatives.
2. Backup and support team members from across the company.
3. Performs other work as required or directed.

Knowledge, Skills, and Abilities:

1. Strong analytical skills, necessary to monitor KPI's and trends.
2. Excellent written and verbal communication skills, necessary for collaboration with team members at all levels, including procurement, inventory, sales, IT, and the executive team.
3. Possesses a high attention to detail and accuracy, crucial in the analysis of large and disparate datasets.
4. Driven, Self-motivated and directed.
5. Excellent interpersonal and active listening skills.
6. Strong business acumen, serving to identify profit opportunities that are material versus insignificant.
7. Advanced computer skills, including Microsoft Office Suite.
8. Ability to create reports and generate queries and toolsets.
9. Ability to be methodical in approach, with the ability to consistently meet deadlines.
10. Working knowledge of business logic, statistics, and process flow concepts.
11. Ability to create forecasts and conceptualize profitability models.

Education/Experience (Preferred Minimum Qualifications):

1. A mix of education and/or experience working with and analyzing complex datasets, ideally with a focus on statistics, economics, engineering, data science, or other related areas.
2. No Foodservice experience necessary. Comprehensive on-board training program will provide insight into the food service distribution.

Licenses/Certifications/Special Requirements:

1. Must take and pass a pre-employment drug test.
2. Subject to random and reasonable suspicion drug and alcohol testing.

Physical Requirements:

Requirement	8 Hour Schedule	10 Hour Schedule	As % of Time
Limited	0 – 1 hour	0 – 1 hour	Less than 1%
Occasionally	1 – 2 hours	1 – 2.5 hours	Equals 1% to 25%
Frequently	3 – 4 hours	2.6 – 5 hours	Equals 26% to 50%
Repeatedly	5 – 6 hours	5.1 – 7.5 hours	Equals 51% to 75%
Continuously	7+ hours	7.6 + hours	Equals 76% to 100%

Activity	Duration
<i>Sustained Postures</i>	
Sit:	<i>Frequently</i>
Stand:	<i>Occasionally</i>
Walk:	<i>Occasionally</i>
<i>Intermittent Activity</i>	
Bend:	<i>Occasionally</i>
Kneel/Squat:	<i>Occasionally</i>
Climb Stairs:	<i>Limited</i>
Crawling:	<i>Limited</i>
Overhead Reach:	<i>Limited</i>
Typing/Keyboard	<i>Repeatedly</i>
Vehicle Operation:	<i>Limited</i>
PPE/Special Clothing:	<i>Limited</i>

Activity	Duration
<i>Repetitive Use of Hands/Wrists</i>	
Grasp:	<i>Occasionally</i>
Push/Pull:	<i>Limited</i>
Fine Manipulation:	<i>Frequently</i>
<i>Material Handling</i>	
	<i>lbs.</i>
Lift:	<i>0 – 80 lbs. Limited</i>
Carry:	<i>0 – 80 lbs. Limited</i>
Push:	<i>0 – 80 lbs. Limited</i>
Pull:	<i>0 -80 lbs. Limited</i>
<i>Miscellaneous</i>	
Exposure to Heights:	<i>Limited</i>
Exposure to Packaged Chemicals:	<i>Limited</i>
Exposure to Temperature Contrasts:	<i>Limited</i>

Employee Acknowledgment of Job Description Limitations

I understand that this Job Description is not a contract between me, _____ (full name) and Ginsberg’s Foods.

I am aware that nothing in this Job Description restricts Ginsberg’s Foods right to assign and/or reassign duties and responsibilities at any time.

I further understand that business needs may, on occasion, make overtime work, rotational schedules, and weekend work necessary. I agree to accept these terms as a condition of my employment.

I acknowledge that I am free to resign from employment at any time for any reason. Ginsberg’s Foods similarly retains the right to terminate my employment at will.

I hereby acknowledge that I have received a copy of this Job Description, have read it, agree that it accurately describes the duties of the position, and I further acknowledge that I understand its contents.

Employee Signature

Date

Full Employee Name (Please Print)

Supervisor Signature

Date

Full Supervisor Name (Please Print)