

Job Title: Financial Planning & Analysis - Lead
Reports to: CFO (Controller interim)

Native Microbials is a growing biotechnology company based in San Diego, CA.

About Native Microbials

Native Microbials is a leader in advancing the animal health and nutrition industry through advanced science. Harnessing a proprietary technology platform that decodes the microbial ecosystem in and on animals, Native is able to create and deliver world-class products for animals, from animals. With headquarters in San Diego, Native Microbials maintains multiple field and production operations worldwide. Visit [NativeMicrobials.com](https://www.NativeMicrobials.com) to learn more.

The Position and You: We are looking for a passionate, entrepreneurial, detail-oriented finance professional to develop our planning and analysis for future growth. We seek an individual able to delve into the data, motivated by change and challenges; someone who can work independently and develop analyses and reports not yet identified, while anticipating the needs of leadership for current, relevant financial plans.

Primary Responsibilities:

- Manage the detailed process for annual planning and budgeting, such as creating templates, the calendar with milestone deadlines, and building the detailed financial model
- Perform continuous analysis of company financial performance versus plan, create dashboards to track key KPIs and calculate key financial ratios to benchmark against industry standards
- Analyze, identify, and recommend cost reduction and/or operations efficiencies
- Create recommendations to management team based on insights gathered from financial analysis
- Perform ad-hoc financial analyses to assist in major financial decisions (e.g. product pricing, build vs buy decisions, staff incentive schemes)
- Lead development and execution of key documents needed for stakeholder reporting
- Prepare quarterly investor reports and monthly financial updates for the executive team and board or directors
- Conduct research on industry to benchmark key metrics and identify potential market risks and opportunities
- Perform regular financial analyses to surface insights to help the executive team better understand financial performance drivers and business health indicators
- Collaborate cross-functionally across the company to build a holistic narrative for financial stakeholders

- Participate in ad hoc and special projects as needed

Required Qualification and Experience:

- Bachelor's degree in Finance, Economics, or a related industry; MBA preferred
- At least 5 years of professional experience in FP&A, preferably at a life science, agriculture tech or technical company
- Advanced technical skills; proficiency in Microsoft Excel (including building analytical models) and PowerPoint
- Exceptional written and verbal communication skills
- Excellent interpersonal skills

Job is located in San Diego, CA. Relocation will be considered.

Native Microbials is an Equal Opportunity Employer