

Reporting CoE:

About JLL –

We're JLL—a leading professional services and investment management firm specializing in real estate. We have operations in over 80 countries and a workforce of over 91,000 individuals around the world who help real estate owners, occupiers and investors achieve their business ambitions. As a global Fortune 500 company, we also have an inherent responsibility to drive sustainability and corporate social responsibility. That's why we're committed to our purpose to shape the future of real estate for a better world. We're using the most advanced technology to create rewarding opportunities, amazing spaces and sustainable real estate solutions for our clients, our people and our communities.

Our core values of teamwork, ethics and excellence are also fundamental to everything we do and we're honoured to be recognized with awards for our success by organizations both globally and locally.

Creating a diverse and inclusive culture where we all feel welcomed, valued and empowered to achieve our full potential is important to who we are today and where we're headed in the future. And we know that unique backgrounds, experiences, and perspectives help us think bigger, spark innovation and succeed together.

If this job description resonates with you, we encourage you to apply even if you don't meet all of the requirements below. We're interested in getting to know you and what you bring to the table!

Job Description

This Individual would play a crucial role in financial planning, budgeting, forecasting as well as analytical reviews. This position requires a strong understanding of financial principles, strategic thinking, and excellent analytical and communication skills. This would involve collaboration with various stakeholders, including senior management, to drive insightful decision-making and provide accurate financial projections. The JLL FP&A team works collaboratively with our finance partners for each Function/Business Line as well as corporate segment. The Individual will oversee the management reporting, business process function with focused approach on Standardization and Automation. A clear communicator both verbal and written, organized with effective time management skills, demonstrating a willingness to learn and adapt, with the highest standards of behavior, collaborative manner and work ethic. Some of the Job responsibilities are as follows (not an exhaustive list):

Job Responsibilities

- 1) **Financial Planning:**
 - Develop and coordinate the annual budgeting process, working closely with department heads and executives.
 - Monitor and analyze financial performance against budgets, identifying areas of variance and providing recommendations for improvement.
 - Develop financial models and forecasts, considering various scenarios, to support decision-making and resource allocation.
 - Continuously improve financial planning processes to enhance accuracy, efficiency, and relevance.
- 2) **Financial Analysis and Reporting:**
 - Provide insightful analysis on financial and operational performance, identifying trends, risks, and opportunities.
 - Prepare and present financial reports, including monthly, quarterly, and annual financial statements, to senior management and other stakeholders.
 - Conduct ad hoc financial analysis to support strategic initiatives, investments, and business cases.
 - Preparing P/L reports and sending to Stakeholders as part of monthly exercise.
 - Collaborate with cross-functional teams to gather relevant data and ensure accuracy and completeness of financial information.
 - Analyze the trends of Key Performance Indicators (KPIs), especially relating to financial metrics such as sales, expenditures, and profit margin.
 - Build a vision for an accurate and automated financial reporting and work backwards with that vision to build processes and systems in partnership with tech team.
 - Headcount tracking and management.
- 3) **Forecasting and Budgeting:**
 - Manage the forecasting process, including the preparation of regular forecasts and updates, and assess the impact of changes on the business's financial position.
 - Coordinate the development of long-range financial plans, aligned with the company's strategic objectives.

- Assess and recommend adjustments to budgeting and forecasting assumptions based on changing market conditions, industry trends, and business goals.
- 4) **Business Partnership:**
- Collaborate with business units and functional leaders to provide financial insights and guidance to support decision-making and evaluate performance.
 - Partner with key stakeholders to identify areas of improvement and implement strategic initiatives to drive efficiency, profitability, and growth.
 - Work with business leaders and senior members of the finance team to develop regular and ad-hoc reporting including informal and formal internal and reports, graphs, charts and presentations.
 - Play an advisory role in evaluating new business opportunities, investments, and potential risks.
 - Ensure effective communication of financial information to non-financial stakeholders, promoting financial acumen across the organization.

Knowledge, Skills & Abilities

- A Bachelor's degree in Accounting or Finance; CPA and/or MBA a plus
- Experience in a large, complex, global public company
- Successful track record at a rapidly growing company that is expanding through M&A, new product introduction and operational simplification.
- Experience using information technology as it applies to finance to drive performance and productivity enhancements.
- Strong analytical skills and ability to analyze complex financial data, identify trends, and draw meaningful insights.
- Strong business acumen and ability to translate financial analysis into strategic recommendations.
- Excellent proficiency in financial analysis tools (e.g., Excel, financial planning software) and familiarity with ERP systems. Notably, very strong Excel skills
- Must handle multiple tasks, manage time effectively, and establish priorities to meet deadlines in a fast-paced and changing team environment.
- Ability to work across various time zones based on business needs. Working hours could stretch across APAC, EMEA & North America region timing.
- Good team player, independent and able to work under tight timelines.
- Experience with US GAAP a plus
- Excellent communication and presentation skills, with the ability to convey complex financial concepts to non-financial stakeholders.
- Proven ability to collaborate effectively with cross-functional teams and senior management.
- Attention to detail, accuracy, and ability to meet deadlines in a fast-paced environment.
- Leadership skills with the ability to mentor and develop a team.

- Name of the position: **Sr. Finance Analyst**
- Eligibility criteria: Fresher or experienced CMA
- CTC p.a.: INR 600,000 to 650,000 (Fixed) + Annual Variable Bonus + Gratuity + Medical Insurance
- Job location: Gurugram
- No. of vacancies (tentative): Approximately 10 -12 resources.