



POSITION DESCRIPTION

*** Operations Finance Senior Analyst ***

THE COMPANY

[Thermacell Repellents, Inc.](#) (TRI) is a privately held company with a mission *to liberate people who love the outdoors from the harmful effects of insects*. TRI products include the world's most effective and fastest growing mosquito repellents. Founded in 1999 and based outside of Boston in Bedford Massachusetts, TRI uses proprietary technology to diffuse a highly effective insect repellent based on a material found in Chrysanthemums. In just a few minutes, this unique technology creates a 15+ foot zone of protection from mosquitoes and other flying insects. Users around the world rate Thermacell Repellents dramatically higher than any other mosquito repellent because its technology works so well without requiring direct skin application.

TRI currently employs 44 full time employees at our 2 locations (38 Massachusetts Office, 6 to our new Atlanta GA distribution center).

TRI's controlling shareholder is TA Associates. TA has more than 50 years of demonstrated success helping to scale growth companies around the world in five core industries. TA believes in partnering with high performing Management Teams, recruiting high-impact talent, providing informed guidance and market intelligence, and helping drive profitable growth. TA Associates is in the top 100 private equity funds in the world.

TRI core values:

- Can Do Spirit – it's NEVER 'someone else's job'
- Absolute Integrity – the high road is the only road
- Thrilling our Consumers – they are the well spring of our success and they must be delighted with Thermacell every time they use one
- Learn – Grow – Adapt (continuous cycle)
- Work Hard, Play Hard, Stay Humble – earn it every day

POSITION PURPOSE:

The Operations Finance Senior Analyst provides support to the CFO and Operations Team. This position has a substantial recurring set of responsibilities but also needs to be responsive to the ever-evolving priorities at our fast-moving company. Primarily focused on consistency and efficiency, the role will be tasked with improving reporting, consolidation and analytical processes for key business metrics in Manufacturing and Logistics. This position offers the right candidate

great exposure to operations leadership and a diverse workload with a clear objective of driving improved business performance.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

- Provide ongoing analytical and reporting support to the CFO and COO on COGS, productivity and inventory.
- Provide financial modeling and scenario analysis for strategies and initiatives as identified by leadership team (i.e. Productivity, Warranty Savings, etc.). Ensure alignment of local goals and initiatives with overall corporate goals and initiatives.
- Establish relationships with individuals across the division to define practices and strategies to drive productivity and maintain cost effectiveness.
- Drive rigorous and transparent financial reporting metrics, financial planning and analysis to support business decisions, with focus on COGS, Inventory, Freight and Capex.
- Lead yearly Cost Standard setting process and monthly variance analysis.
- Support Operations for DC/R&D/Engineering/Regulatory expenses tracking & analysis.
- Support monthly and quarter reporting requirements around COGS and Inventory and drive alignment across functions.
- Work with Innovation team to perform should-cost analysis for new initiatives.
- Provide analytical support to deliver Inventory targets and initiatives.
- Coordinate SKU optimization analysis to improve productivity.
- Perform other job related duties as required.

THE IDEAL CANDIDATE PROFILE

- An undergraduate degree is required. Preferably in accounting, finance, math or computer science.
 - Superior quantitative and analytical capabilities with Advanced Excel; Strong financial systems capabilities.
 - 3+ years cost accounting and financial analysis experience.
 - Previous NetSuite experience would be desirable but not mandatory.
 - The successful candidate also has very good overall business skills; he/she does not limit the scope of responsibilities to finance and accounting but helps to develop solutions to broad business issues.
 - Must be able to work well under pressure, handling multiple tasks in a complex environment with strong written, oral communication and interpersonal skills.
 - The successful candidate is bright, personable, highly ethical, and thrives in a collaborative environment.
- Skills Required
 - Organization
 - Ability to manage multiple priorities through each day
 - Written and verbal communications skills to all levels inside and outside the organization
 - Situation assessment and problem-solving skills
 - Managing complexities

- Strong facility with Microsoft office suite and ability to quickly learn new software (i.e Netsuite)

- **Important personality profile attributes include:**
 - Great fit with Thermacell values (Absolute Integrity, Can-Do Spirit, Thrilling Consumers, Learn-Grow-Adapt, Work Hard/Play Hard/Stay Humble)
 - Strong work ethic (consistent with the brand's equity, and many of the brand's consumers)
 - Juiced by increasing results and increasingly engaged co-workers (not by title or activities)
 - Accountability ("owns it" and holds other accountable for "owning it")
 - Resilient (understands that things don't always go the right way; bounces back)
 - Proactive (finds opportunities to add value, doesn't wait to be asked)
 - Even-keeled (stays calm and leads through challenging, stressful times)

Total Compensation and Benefits

Compensation and benefits for this position will include a competitive base salary with an annual incentive bonus tied to company performance. Thermacell offers a 401(k) plan with 3% company contribution after first year as well as company health care (80% of premiums paid).

How to apply

Please send your resume with a thoughtfully written cover letter to careers@thermacell.net. We look forward to hearing from candidates who are ready to make a contribution to a growing organization.

Currently relocation is not being offered, local candidates preferred

Equal Opportunity Employer committed to a culturally diverse workforce. All qualified applicants will receive consideration for employment without regard to race; color; creed; religion; national origin; age; ancestry; nationality; marital, domestic partnership or civil union status; sex, gender, gender identity or expression; affectional or sexual orientation; disability; veteran or military status or liability for military status.