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12. FINANCE

The Ultimate Transport & Logistics Job Description Guide for Professionals

Guidelines, Policies, and Best Practices for Success



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Finance

Foreword

Finance is the silent architecture of the transport and logistics sector. While vehicles, aircraft, vessels, networks, and warehouses physically move goods, it is the financial structure behind these operations that ensures stability, sustainability, and long-term growth. Every shipment, every route decision, every fleet investment, and every transport contract is rooted in careful financial planning, risk management, and performance analysis. Finance professionals provide the transparency and strategic insight that enable logistics organizations to operate efficiently in an increasingly volatile global environment.

Yet, despite its importance, the financial dimension of transport and logistics is often underestimated. The sector's complexity marked by fluctuating fuel prices, shifting freight markets, investment-intensive infrastructure, evolving regulatory requirements, and global supply chain disruptions makes financial roles uniquely challenging. Controllers, analysts, accountants, pricing specialists, and procurement professionals must navigate a landscape where operational decisions and financial outcomes are deeply intertwined.

This book brings attention to those financial roles and highlights the expertise required to manage the industry's economic backbone. It provides structured insights into job descriptions across financial planning, controlling, revenue management, procurement, cost optimization, and strategic investment. By clarifying the responsibilities and competencies within these functions, the book serves as a valuable reference for aspiring professionals, experienced practitioners, and leaders responsible for shaping financially resilient organizations.

The transport and logistics sector is undergoing profound transformation. Digital platforms, real-time data, automation, sustainability regulations, and increasing customer expectations are reshaping how companies operate and compete. Finance roles are evolving accordingly from traditional accounting tasks toward analytics-driven functions that support strategic decision-making. Professionals must combine financial knowledge with operational understanding, technological proficiency, and a strong ability to anticipate market trends.

This book contributes to understanding that evolution. It outlines the vital finance functions across road, air, sea, warehouse, and multimodal environments, explains why these roles are indispensable, and highlights the competencies needed in a sector where margins can be tight and disruptions can be costly. Above all, it recognizes the experts who ensure that transport and logistics organizations remain financially sound, operationally efficient, and ready for the future.

May this work serve as a guide and inspiration for those who manage, support, or aspire to join the financial side of the logistics world. Behind every shipment, every route, and every operational decision stand financial professional whose foresight and expertise sustain the movement of global trade.

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Disclaimer

This book is intended for informational and educational purposes only. While every effort has been made to ensure the accuracy, relevance, and completeness of the job descriptions and industry insights presented, the author and publisher make no representations or warranties of any kind, express or implied, regarding the content.

Job roles, responsibilities, and organizational structures in the transport and logistics sector may vary significantly across companies, regions, and regulatory environments. Readers should therefore treat the descriptions provided as general guidance rather than definitive or universally applicable standards.

Nothing in this book should be interpreted as legal, financial, or professional advice. Readers are encouraged to consult qualified professionals or official regulatory sources when making decisions related to employment, compliance, or organizational design.

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Core Finance & Accounting

- 12.01. Financial Accountant
- 12.02. Management Accountant
- 12.03. General Ledger Accountant
- 12.04. Accounts Payable Specialist
- 12.05. Accounts Receivable Specialist
- 12.06. Billing & Invoicing Specialist (Freight)
- 12.07. Credit Controller
- 12.08. Payroll Specialist
- 12.09. Cost Accountant (Transport & Logistics)
- 12.10. Fixed Assets Accountant

Financial Planning & Analysis (FP&A)

- 12.11. FP&A Analyst
- 12.12. Senior FP&A Analyst
- 12.13. Financial Planning Manager
- 12.14. Budgeting & Forecasting Specialist
- 12.15. Business Performance Analyst
- 12.16. Profitability Analyst (Lane, Route, Mode)
- 12.17. Pricing & Margin Analyst (Freight)
- 12.18. Cost Optimization Analyst

Transport & Logistics-Specific Finance Roles

- 12.19. Freight Billing Analyst
- 12.20. Freight Audit & Payment Specialist
- 12.21. Transport Cost Controller
- 12.22. Fuel Cost Analyst
- 12.23. Fleet Cost Analyst
- 12.24. Route Profitability Analyst
- 12.25. Network Costing Specialist
- 12.26. Warehouse Cost Controller
- 12.27. Logistics Financial Analyst
- 12.28. Supply Chain Finance Analyst
- 12.29. Contract Logistics Costing Specialist
- 12.30. Tender Pricing Specialist (RFP/RFQ)
- 12.31. Tariff & Surcharge Analyst (Bunker, FSC, GRI)

Commercial Finance & Pricing

- 12.32. Commercial Finance Analyst
- 12.33. Pricing Manager (Air/Sea/Road)
- 12.34. Global Tender Manager
- 12.35. Revenue Management Analyst (Logistics)
- 12.36. Trade Lane Analyst
- 12.37. Key Account Finance Partner
- 12.38. Commercial Controller
- 12.39. Margin Protection Specialist



Treasury & Cash Management

- 12.40. Treasury Analyst
- 12.41. Cash Flow Manager
- 12.42. Working Capital Analyst
- 12.43. Collections Manager
- 12.44. Banking & Payments Specialist
- 12.45. Foreign Exchange (FX) Analyst (for global freight flows)

Risk, Audit & Compliance

- 12.46. Internal Auditor (Logistics)
- 12.47. Risk Analyst (Transport)
- 12.48. Insurance & Claims Analyst
- 12.49. Compliance Officer (Finance & Trade)
- 12.50. SOX / Internal Controls Specialist
- 12.51. Fraud Prevention Analyst
- 12.52. Trade Compliance Finance Specialist

Procurement & Vendor Finance

- 12.53. Procurement Analyst (Transport Services)
- 12.54. Carrier Cost Analyst
- 12.55. Vendor Finance Coordinator
- 12.56. Contract Analyst (Transport & Logistics)
- 12.57. Supplier Performance Analyst
- 12.58. Fuel Procurement Analyst

Data, Systems & Digital Finance

- 12.59. Finance Data Analyst
- 12.60. BI Analyst (Logistics Finance)
- 12.61. ERP Specialist (SAP, Oracle, CargoWise)
- 12.62. TMS/WMS Finance Integration Specialist
- 12.62. Automation & RPA Specialist (Finance Processes)
- 12.63. Digital Transformation Analyst (Finance)

Leadership & Executive Roles

- 12.64. Finance Manager (Transport & Logistics)
- 12.65. Head of Finance (Logistics Division)
- 12.66. Regional Finance Director
- 12.67. Global Finance Director (Supply Chain)
- 12.68. Chief Financial Officer (Transport/Logistics Company)
- 12.69. VP Finance – Freight & Supply Chain
- 12.70. Director of Commercial Finance



SECTION 12 — FINANCE JOB DESCRIPTIONS (TRANSPORT & LOGISTICS)

12.01 — Financial Accountant

Finance Department — Transport & Logistics Sector

Job Purpose

The Financial Accountant ensures accurate financial reporting, compliance with accounting standards, and effective financial controls within the transport and logistics environment. This role supports operational decision-making by providing timely financial insights, maintaining the integrity of financial data, and ensuring that all financial transactions reflect the complexities of logistics operations such as fleet management, warehousing, customs, and international transport.

Key Responsibilities

1. Financial Reporting & Accounting

- Prepare monthly, quarterly, and annual financial statements in accordance with applicable accounting standards (e.g., IFRS, GAAP).
- Maintain the general ledger, ensuring accurate posting of revenue, expenses, accruals, and provisions.
- Reconcile key accounts, including bank, intercompany, fleet assets, fuel accounts, and transport-related cost centers.
- Monitor and validate revenue recognition for transport services, warehousing, and value-added logistics activities.

2. Cost Control & Analysis

- Track and analyze operational costs such as fuel, maintenance, tolls, subcontractor charges, and warehouse operations.
- Support cost allocation models for routes, fleets, hubs, and logistics services.
- Identify cost variances and provide explanations to management.

3. Compliance & Audit

- Ensure compliance with local tax regulations, VAT rules, and customs-related financial requirements.
- Support internal and external audits by preparing documentation and responding to audit queries.



- Maintain adherence to internal financial controls and corporate governance standards.

4. Asset & Inventory Management

- Maintain fixed asset registers for fleet, equipment, and warehouse infrastructure.
- Oversee depreciation schedules and asset lifecycle accounting.
- Support periodic stock counts and reconcile inventory variances.

5. Cash Flow & Treasury Support

- Assist in cash flow forecasting and liquidity planning.
- Monitor customer payments, aging reports, and support credit control activities.
- Process supplier invoices and ensure timely payments in coordination with Accounts Payable.

6. Systems & Process Improvement

- Work with ERP and transport management systems (TMS) to ensure accurate financial integration.
- Identify opportunities to automate accounting processes and improve data accuracy.
- Support digitalization initiatives in finance and logistics operations.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Accuracy & Compliance	Timeliness of month-end close, audit findings, error rates
Cost Management	Variance analysis accuracy, cost savings identified
Operational Support	Quality of financial insights provided to operations
Process Efficiency	Automation improvements, reduction in manual entries
Working Capital	DSO, DPO, cash flow forecast accuracy

Skills & Competencies

Technical Competencies

- Strong knowledge of accounting standards (IFRS/GAAP).
- Proficiency in ERP systems (SAP, Oracle, Microsoft Dynamics) and TMS/WMS integrations.



- Advanced Excel skills and financial modelling capabilities.
- Understanding of transport cost structures, customs processes, and logistics operations.

Behavioural Competencies

- Analytical and detail-oriented mindset.
- Strong communication skills to collaborate with operations, procurement, and management.
- Ability to work under pressure and meet tight deadlines.
- High integrity and commitment to accuracy.

Qualifications & Experience

- Bachelor's degree in accounting, Finance, or related field.
- Professional certification (ACCA, CPA, CIMA) is an advantage.
- 2–5 years of experience in accounting, preferably in transport, logistics, or supply chain.
- Experience with multi-entity or international operations is beneficial.

Working Conditions

- Office-based role with regular interaction with operations teams (fleet, warehouse, dispatch).
- Occasional travel to depots, hubs, or warehouses may be required.
- Month-end and year-end periods may require extended working hours.

Role Impact

The Financial Accountant plays a crucial role in ensuring financial transparency and operational efficiency. By maintaining accurate financial records and supporting cost-effective decision-making, this role directly contributes to the profitability and sustainability of the transport and logistics business.



12.02 — Management Accountant

Finance Department — Transport & Logistics Sector

Job Purpose

The Management Accountant provides financial insight, performance analysis, and strategic support to operational and executive teams within the transport and logistics environment. This role transforms financial data into actionable intelligence, enabling informed decision-making on fleet performance, route profitability, warehousing efficiency, and overall supply chain cost management. The Management Accountant acts as a key business partner, ensuring that financial planning aligns with operational realities and long-term business objectives.

Key Responsibilities

1. Budgeting & Forecasting

- Lead the preparation of annual budgets and periodic re-forecasts for transport, warehousing, and logistics operations.
- Develop financial models to support scenario planning, capacity planning, and operational changes.
- Monitor performance against budget and provide variance analysis with clear commentary.

2. Performance Reporting

- Produce weekly, monthly, and quarterly management reports covering KPIs such as cost per kilometer, fleet utilization, warehouse productivity, and route profitability.
- Analyse trends in fuel consumption, subcontractor costs, maintenance expenses, and labour efficiency.
- Present financial insights to operational managers and senior leadership.

3. Costing & Profitability Analysis

- Maintain and refine costing models for transport routes, logistics services, and warehouse operations.
- Conduct profitability analysis by customer, lane, product, or service line.
- Identify cost-saving opportunities and support operational teams in implementing improvements.

4. Business Partnering

- Work closely with fleet managers, warehouse supervisors, dispatch teams, and commercial departments.



- Provide financial guidance on pricing decisions, contract negotiations, and tender submissions.
- Support investment decisions for fleet renewal, warehouse expansion, and technology upgrades.

5. Financial Controls & Compliance

- Ensure adherence to internal controls related to operational cost management.
- Support compliance with transport-related financial regulations, including fuel tax, toll reporting, and customs-linked cost structures.
- Collaborate with the Financial Accountant to ensure alignment between management accounts and statutory accounts.

6. Systems & Data Management

- Utilize ERP, TMS (Transport Management Systems), and WMS (Warehouse Management Systems) to extract and analyse operational data.
- Improve data accuracy and reporting automation through system enhancements.
- Support digital transformation initiatives in finance and operations.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Financial Accuracy	Forecast accuracy, budget variance quality
Operational Insight	Timeliness and clarity of management reports
Cost Efficiency	Identified savings, cost-per-unit improvements
Business Partnering	Stakeholder satisfaction, decision support quality
Process Improvement	Automation initiatives, reporting cycle reduction

Skills & Competencies

Technical Competencies

- Strong understanding of management accounting principles.
- Advanced Excel and financial modelling skills.
- Experience with ERP systems and logistics-specific platforms (TMS/WMS).
- Knowledge of transport cost drivers, warehouse operations, and supply chain economics.

Behavioral Competencies



- Strong analytical and problem-solving abilities.
- Excellent communication and presentation skills.
- Proactive, commercially minded, and collaborative.
- Ability to translate complex data into clear business insights.

Qualifications & Experience

- Bachelor's degree in accounting, Finance, Business, or related field.
- Professional qualification (CIMA, ACCA, CPA) is highly advantageous.
- 3–6 years of experience in management accounting, ideally within transport, logistics, or supply chain.
- Experience in cost accounting, budgeting, and operational finance.

Working Conditions

- Office-based role with frequent interaction with operational sites (depots, hubs, warehouses).
- Occasional travel to regional branches or logistics facilities.
- Peak workload during budgeting cycles and month-end reporting.

Role Impact

The Management Accountant plays a pivotal role in shaping financial strategy and operational performance. By bridging the gap between finance and operations, this role ensures that decisions are grounded in accurate data, realistic forecasts, and a deep understanding of logistics dynamics. The insights provided directly influence profitability, efficiency, and long-term competitiveness.



12.03 — General Ledger Accountant

Finance Department — Transport & Logistics Sector

Job Purpose

The General Ledger Accountant is responsible for maintaining the integrity, accuracy, and completeness of the company's financial records. Operating within the dynamic environment of transport and logistics, this role ensures that all financial transactions are properly recorded, reconciled, and compliant with accounting standards. The General Ledger Accountant supports month-end and year-end closing processes, provides essential financial data for reporting, and upholds strong internal controls across multiple operational sites and business units.

Key Responsibilities

1. General Ledger Management

- Maintain and update the general ledger, ensuring accurate posting of journal entries for transport, warehousing, and logistics activities.
- Prepare and review monthly accruals, prepayments, provisions, and adjustments.
- Ensure proper classification of revenue and expenses in line with accounting policies.

2. Reconciliations

- Perform regular reconciliations of balance sheet accounts, including bank accounts, intercompany balances, fleet assets, fuel accounts, and operational cost centers.
- Investigate and resolve discrepancies in a timely manner.
- Reconcile sub-ledgers (AP, AR, fixed assets) with the general ledger.

3. Month-End & Year-End Closing

- Support the month-end close process to ensure timely and accurate financial results.
- Prepare closing schedules, journal entries, and supporting documentation.
- Assist in year-end activities, including audit preparation and statutory reporting.

4. Compliance & Internal Controls

- Ensure compliance with IFRS/GAAP and internal accounting policies.
- Maintain strong internal controls over financial transactions and reporting.
- Support internal and external audits by providing required documentation and explanations.



5. Fixed Assets & Depreciation

- Maintain the fixed asset register for fleet, equipment, and warehouse infrastructure.
- Process asset additions, disposals, transfers, and depreciation runs.
- Ensure alignment between operational asset records and financial accounting.

6. Operational Support

- Collaborate with transport, warehouse, and procurement teams to validate financial data.
- Provide guidance on correct coding of expenses and operational transactions.
- Support the Finance Manager and Financial Accountant with ad-hoc analysis and reporting.

7. Systems & Process Improvement

- Work with ERP systems and logistics platforms (TMS/WMS) to ensure accurate financial integration.
- Identify opportunities to streamline accounting processes and enhance data quality.
- Contribute to digitalization and automation initiatives within the finance function.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Accuracy & Compliance	Error rates, audit findings, reconciliation timeliness
Closing Efficiency	Month-end close duration, completeness of schedules
Data Integrity	Quality of ledger entries, sub-ledger alignment
Process Improvement	Reduction in manual entries, automation initiatives
Stakeholder Support	Responsiveness to operational teams, quality of insights

Skills & Competencies

Technical Competencies

- Strong understanding of general ledger accounting principles.
- Proficiency in ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics-related systems.
- Solid knowledge of IFRS/GAAP.



- Advanced Excel skills and familiarity with reconciliation tools.

Behavioural Competencies

- High attention to detail and accuracy.
- Strong organizational and time-management skills.
- Ability to work independently and meet tight deadlines.
- Effective communication and collaboration with cross-functional teams.

Qualifications & Experience

- Bachelor's degree in accounting, Finance, or related field.
- Professional certification (ACCA, CPA, CIMA) is an advantage.
- 2–4 years of experience in general ledger or financial accounting.
- Experience in transport, logistics, or supply chain environments is highly beneficial.

Working Conditions

- Office-based role with regular interaction with operational departments.
- Occasional visits to depots, warehouses, or regional branches.
- Increased workload during month-end and year-end closing periods.

Role Impact

The General Ledger Accountant plays a critical role in safeguarding the financial accuracy and stability of the organization. By ensuring reliable financial records and supporting robust reporting processes, this role contributes directly to informed decision-making, operational efficiency, and long-term financial health within the transport and logistics sector.



12.04 — Accounts Payable Specialist

Finance Department — Transport & Logistics Sector

Job Purpose

The Accounts Payable Specialist is responsible for ensuring the accurate and timely processing of supplier invoices, expense claims, and payments within the transport and logistics environment. This role supports smooth operational flows by maintaining strong relationships with vendors, ensuring compliance with financial controls, and safeguarding the integrity of the company's cash-out processes. Given the sector's high volume of transactions fuel, tolls, subcontractors, fleet maintenance, warehousing services the Accounts Payable Specialist plays a critical role in maintaining financial accuracy and operational continuity.

🌀 Key Responsibilities

1. Invoice Processing

- Receive, verify, and process supplier invoices related to transport, warehousing, fleet, and logistics services.
- Match invoices with purchase orders, delivery notes, and service confirmations.
- Ensure correct coding of expenses to cost centers, projects, and operational units.

2. Vendor Management

- Maintain accurate vendor records and ensure compliance with onboarding requirements.
- Communicate with suppliers to resolve invoice discrepancies, missing documentation, or payment issues.
- Build strong relationships with key vendors such as fuel providers, subcontractors, and maintenance partners.

3. Payment Processing

- Prepare weekly and monthly payment runs in accordance with company policies.
- Ensure timely payments while optimizing cash flow and respecting agreed payment terms.
- Process urgent or exceptional payments when required.

4. Reconciliations & Controls

- Reconcile supplier statements and resolve outstanding balances.
- Monitor accounts payable aging and escalate overdue items.



- Ensure adherence to internal controls, approval workflows, and audit requirements.

5. Expense & Cost Management

- Process employee expense claims in line with company policies.
- Validate transport-specific costs such as tolls, fuel cards, subcontractor invoices, and fleet-related expenses.
- Support cost allocation to routes, hubs, and logistics services.

6. Month-End Support

- Prepare accounts payable accruals and assist with month-end closing activities.
- Provide supporting documentation for financial reporting and audits.
- Collaborate with the General Ledger Accountant to ensure accurate ledger postings.

7. Systems & Process Improvement

- Work with ERP systems and logistics platforms to ensure accurate invoice integration.
- Identify opportunities to automate AP processes and reduce manual workload.
- Support digitalization initiatives such as e-invoicing and automated matching tools.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Processing Accuracy	Error rates, invoice matching accuracy
Timeliness	Invoice processing time, on-time payments
Vendor Relations	Supplier satisfaction, dispute resolution speed
Compliance	Adherence to approval workflows, audit findings
Efficiency	Reduction in manual entries, automation improvements

Skills & Competencies

Technical Competencies

- Strong understanding of accounts payable processes and financial controls.
- Proficiency in ERP systems (SAP, Oracle, Microsoft Dynamics) and AP automation tools.
- Familiarity with transport-specific cost structures (fuel, tolls, subcontractors).



- Solid Excel skills and experience with digital invoice workflows.

Behavioural Competencies

- High attention to detail and accuracy.
- Strong communication and problem-solving skills.
- Ability to manage high transaction volumes under tight deadlines.
- Customer-service mindset when dealing with suppliers and internal teams.

Qualifications & Experience

- Diploma or bachelor's degree in accounting, Finance, or related field.
- 1–3 years of experience in accounts payable or transactional finance.
- Experience in transport, logistics, or supply chain environments is an advantage.
- Knowledge of VAT rules and invoice compliance requirements is beneficial.

Working Conditions

- Office-based role with regular interaction with procurement, fleet management, and warehouse teams.
- Occasional contact with external suppliers and service providers.
- Increased workload during month-end and year-end closing periods.

Role Impact

The Accounts Payable Specialist ensures the financial stability and operational reliability of the organization by maintaining accurate and timely payment processes. In a sector where supplier relationships and cost control are critical, this role directly supports operational continuity, vendor trust, and overall financial efficiency.



12.05 — Accounts Receivable Specialist

Finance Department — Transport & Logistics Sector

Job Purpose

The Accounts Receivable Specialist is responsible for managing customer billing, credit control, and cash collection processes to ensure healthy cash flow and accurate revenue recognition. In the transport and logistics sector—where high transaction volumes, complex billing structures, and diverse customer contracts are common—this role ensures that invoices are issued correctly, payments are collected on time, and customer accounts remain well-maintained. The Accounts Receivable Specialist plays a key role in safeguarding working capital and supporting strong customer relationships.

Key Responsibilities

1. Customer Billing & Invoicing

- Prepare and issue invoices for transport services, warehousing, customs handling, and value-added logistics activities.
- Validate billing data from TMS/WMS systems to ensure accuracy of mileage, weight, storage days, and service charges.
- Ensure invoices comply with contractual terms, tariffs, and customer-specific requirements.

2. Credit Control & Collections

- Monitor customer accounts and follow up on outstanding payments.
- Maintain regular communication with customers to resolve payment delays or disputes.
- Escalate overdue accounts in line with credit control policies.

3. Customer Account Management

- Maintain accurate customer master data, including credit limits, payment terms, and billing preferences.
- Reconcile customer accounts and investigate discrepancies.
- Process credit notes, adjustments, and refunds when required.

4. Cash Application

- Record customer payments accurately and promptly in the ERP system.
- Allocate payments to the correct invoices and resolve unidentified or short payments.
- Coordinate with the bank reconciliation team to ensure alignment of cash postings.



5. Dispute Resolution

- Collaborate with operations, customer service, and sales teams to resolve billing disputes.
- Investigate issues such as missing PODs, incorrect rates, or service discrepancies.
- Track and report dispute trends to support process improvements.

6. Reporting & Month-End Support

- Prepare accounts receivable aging reports and highlight high-risk accounts.
- Support month-end closing activities, including revenue cut-off and AR reconciliations.
- Provide documentation for audits and internal reviews.

7. Systems & Process Improvement

- Work with ERP, TMS, and WMS systems to ensure accurate billing integration.
- Identify opportunities to automate invoicing and collection processes.
- Support digital initiatives such as e-invoicing and customer portals.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cash Flow	Days Sales Outstanding (DSO), overdue reduction
Billing Accuracy	Error rates, credit note volume
Collections Efficiency	Collection success rate, dispute resolution time
Customer Satisfaction	Responsiveness, dispute handling quality
Process Efficiency	Automation improvements, invoice cycle time

Skills & Competencies

Technical Competencies

- Strong understanding of accounts receivable processes and credit control.
- Proficiency in ERP systems (SAP, Oracle, Microsoft Dynamics) and billing platforms.
- Familiarity with transport-specific billing structures (mileage, pallets, storage, customs).
- Solid Excel skills and experience with digital invoicing tools.



Behavioural Competencies

- Strong communication and negotiation skills.
- High attention to detail and accuracy.
- Ability to manage high volumes and tight deadlines.
- Customer-focused mindset with a proactive approach to problem-solving.

Qualifications & Experience

- Diploma or bachelor's degree in accounting, Finance, or related field.
- 1–3 years of experience in accounts receivable, billing, or credit control.
- Experience in transport, logistics, or supply chain environments is an advantage.
- Knowledge of VAT rules and invoicing compliance requirements is beneficial.

Working Conditions

- Office-based role with regular interaction with sales, operations, and customer service teams.
- Frequent communication with customers regarding billing and payments.
- Increased workload during month-end and peak operational periods.

Role Impact

The Accounts Receivable Specialist plays a vital role in maintaining the organization's financial health by ensuring timely and accurate cash inflows. In a sector where margins are tight and operational complexity is high, this role directly supports liquidity, customer satisfaction, and overall financial stability.



12.06 — Billing & Invoicing Specialist (Freight)

Finance Department — Transport & Logistics Sector

Job Purpose

The Billing & Invoicing Specialist (Freight) is responsible for preparing, validating, and issuing accurate invoices for freight movements and logistics services. In a sector where billing depends on complex variables—such as weight, volume, mileage, transit times, surcharges, customs fees, and customer-specific tariffs—this role ensures that all revenue is captured correctly and in line with contractual agreements. The specialist plays a crucial part in maintaining revenue integrity, supporting customer satisfaction, and ensuring timely cash collection.

Key Responsibilities

1. Freight Billing Preparation

- Generate invoices for domestic and international freight shipments, including road, air, sea, and multimodal transport.
- Validate shipment data from TMS/WMS systems (e.g., weight, dimensions, pallets, mileage, fuel surcharges).
- Ensure billing aligns with customer contracts, rate cards, and service-level agreements.

2. Data Verification & Documentation

- Verify proof of delivery (POD), customs documents, and service confirmations before invoicing.
- Check for discrepancies between operational data, tariffs, and customer instructions.
- Coordinate with operations to resolve missing or incorrect shipment information.

3. Customer-Specific Billing Requirements

- Apply customer-specific billing rules, such as consolidated invoicing, weekly cycles, or special formats.
- Manage EDI/e-invoicing processes where required.
- Ensure compliance with customer portals and billing platforms.

4. Revenue Accuracy & Controls

- Ensure all billable services are captured, including accessorial charges (waiting time, demurrage, storage, handling).
- Identify unbilled shipments and follow up with operations to close gaps.
- Support revenue assurance initiatives to reduce leakage.



5. Dispute Management

- Investigate and resolve billing disputes in collaboration with customer service, sales, and operations.
- Prepare credit notes or adjustments when necessary.
- Track dispute trends and recommend process improvements.

6. Reporting & Month-End Support

- Prepare billing reports and revenue summaries for management.
- Support month-end closing activities, including revenue cut-off and reconciliation of billed vs. unbilled shipments.
- Provide documentation for internal and external audits.

7. Systems & Process Improvement

- Work with ERP, TMS, and WMS systems to ensure accurate billing integration.
- Identify opportunities to automate billing processes and reduce manual intervention.
- Support digital transformation initiatives such as automated rating engines and customer billing portals.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Billing Accuracy	Error rates, credit note volume
Timeliness	Invoice cycle time, on-time billing rate
Revenue Assurance	Reduction in unbilled shipments, accuracy of accessorial charges
Customer Satisfaction	Dispute resolution time, compliance with customer billing formats
Process Efficiency	Automation improvements, reduction in manual billing steps

Skills & Competencies

Technical Competencies

- Strong understanding of freight billing processes and logistics cost structures.
- Proficiency in ERP systems and TMS/WMS platforms.
- Knowledge of freight tariffs, Incoterms, surcharges, and customs-related billing.
- Solid Excel skills and familiarity with EDI/e-invoicing tools.



Behavioral Competencies

- High attention to detail and accuracy.
- Strong analytical and problem-solving skills.
- Effective communication with internal teams and customers.
- Ability to manage high transaction volumes and tight deadlines.

Qualifications & Experience

- Diploma or bachelor's degree in accounting, Finance, Logistics, or related field.
- 1–3 years of experience in billing, invoicing, or freight administration.
- Experience in transport, logistics, or freight forwarding is highly advantageous.
- Understanding of VAT rules and international freight documentation is beneficial.

Working Conditions

- Office-based role with frequent interaction with operations, customer service, and sales teams.
- Regular communication with customers regarding billing formats and requirements.
- Increased workload during month-end and peak shipping periods.

Role Impact

The Billing & Invoicing Specialist (Freight) plays a vital role in ensuring accurate revenue capture and maintaining strong customer relationships. In a sector where billing complexity is high and margins are tight, this role directly supports financial performance, operational transparency, and customer trust.



12.07 — Credit Controller

Finance Department — Transport & Logistics Sector

Job Purpose

The Credit Controller is responsible for managing customer credit risk, ensuring timely collection of outstanding receivables, and safeguarding the company's cash flow. In the transport and logistics sector—where margins are tight, customer portfolios are diverse, and billing cycles can be complex—this role ensures that credit policies are applied consistently, overdue accounts are effectively managed, and customer relationships remain strong. The Credit Controller plays a key role in maintaining financial stability and supporting sustainable business growth.

Key Responsibilities

1. Credit Risk Assessment

- Evaluate new and existing customers' creditworthiness using financial statements, credit reports, and internal scoring tools.
- Recommend appropriate credit limits and payment terms in line with company policy.
- Monitor customer risk profiles and adjust limits as needed.

2. Collections Management

- Proactively follow up on overdue invoices via phone, email, and customer portals.
- Maintain regular communication with customers to secure timely payments.
- Negotiate payment plans where necessary while protecting company interests.

3. Customer Account Monitoring

- Review accounts receivable aging reports and identify high-risk or delinquent accounts.
- Investigate short payments, deductions, and unapplied cash.
- Collaborate with the Accounts Receivable Specialist to ensure accurate account allocation.

4. Dispute Resolution

- Work closely with billing, customer service, sales, and operations to resolve invoice disputes.
- Track recurring issues and recommend process improvements to reduce future disputes.
- Ensure disputes are documented and resolved within agreed timelines.



5. Credit Policy Compliance

- Ensure adherence to company credit policies and procedures.
- Support the development and refinement of credit control processes.
- Escalate high-risk accounts or potential bad debts to management.

6. Reporting & Analysis

- Prepare regular reports on overdue accounts, collection performance, and credit risk exposure.
- Provide insights to management on customer payment behavior and emerging risks.
- Support month-end closing activities, including bad debt provisions and write-off recommendations.

7. Stakeholder Collaboration

- Partner with sales teams to balance commercial opportunities with credit risk.
- Communicate professionally with customers to maintain positive relationships.
- Coordinate with finance and operations to ensure accurate and timely billing.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cash Flow	Days Sales Outstanding (DSO), overdue reduction
Collections Efficiency	Collection rate, dispute resolution time
Risk Management	Bad debt levels, credit limit compliance
Customer Relations	Quality of communication, customer satisfaction
Process Efficiency	Reduction in disputes, automation improvements

Skills & Competencies

Technical Competencies

- Strong understanding of credit control, collections, and risk assessment.
- Proficiency in ERP systems (SAP, Oracle, Microsoft Dynamics) and AR tools.
- Knowledge of transport and logistics billing structures and customer profiles.
- Solid Excel skills and familiarity with credit-scoring tools.

Behavioural Competencies

- Excellent communication and negotiation skills.



- High level of persistence and resilience.
- Strong analytical and problem-solving abilities.
- Ability to manage difficult conversations professionally.
- Organized, proactive, and able to prioritize under pressure.

Qualifications & Experience

- Diploma or bachelor's degree in accounting, Finance, Business, or related field.
- 2–4 years of experience in credit control or accounts receivable.
- Experience in transport, logistics, freight forwarding, or supply chain is an advantage.
- Knowledge of credit insurance, trade finance, or risk management is beneficial.

Working Conditions

- Office-based role with frequent communication with customers and internal teams.
- Occasional travel to customer sites may be required for high-value accounts.
- Increased workload during month-end and peak operational periods.

Role Impact

The Credit Controller plays a crucial role in protecting the company's financial health by ensuring timely cash collection and minimizing credit risk. In a fast-paced logistics environment, this role directly supports liquidity, profitability, and long-term customer relationships.



12.08 — Payroll Specialist

Finance Department — Transport & Logistics Sector

Job Purpose

The Payroll Specialist is responsible for ensuring accurate, timely, and compliant payroll processing for all employees across transport, warehousing, and logistics operations. In a sector characterized by shift work, variable hours, overtime, allowances, and complex labor regulations, this role ensures that all payroll inputs are validated, processed, and reported correctly. The Payroll Specialist plays a vital role in maintaining employee trust, supporting operational efficiency, and ensuring compliance with statutory and company policies.

Key Responsibilities

1. Payroll Processing

- Prepare and process payroll for hourly, weekly, and monthly employees across multiple sites.
- Validate time and attendance data, including overtime, night shifts, weekend work, and on-call allowances.
- Ensure accurate calculation of bonuses, incentives, travel allowances, and other logistics-specific pay elements.

2. Data Verification & Input Management

- Collect and verify payroll inputs from HR, fleet management, warehouse supervisors, and dispatch teams.
- Review employee changes such as new hires, terminations, transfers, and salary adjustments.
- Ensure correct application of employment contracts, collective agreements, and company policies.

3. Compliance & Statutory Requirements

- Ensure payroll complies with local labour laws, tax regulations, and social security requirements.
- Prepare and submit statutory declarations, tax filings, and social contributions.
- Maintain up-to-date knowledge of regulatory changes affecting payroll.

4. Employee Support

- Respond to employee payroll queries in a timely and professional manner.
- Provide payslips, employment confirmations, and payroll-related documentation.



- Support HR with onboarding and offboarding processes from a payroll perspective.

5. Reporting & Reconciliation

- Prepare payroll reports for finance, HR, and management.
- Reconcile payroll accounts, including wages, taxes, benefits, and deductions.
- Support month-end and year-end closing activities, including accruals and audit documentation.

6. Benefits & Deductions Administration

- Administer employee benefits such as meal vouchers, transport allowances, and insurance deductions.
- Process statutory and voluntary deductions (garnishments, pension contributions, union fees).
- Ensure accurate tracking of leave balances, sick pay, and holiday entitlements.

7. Systems & Process Improvement

- Work with payroll software, HRIS systems, and time-tracking platforms to ensure data accuracy.
- Identify opportunities to automate payroll processes and improve efficiency.
- Support digital transformation initiatives such as electronic timesheets and self-service portals.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Accuracy	Payroll error rate, correction volume
Timeliness	On-time payroll completion, response time to queries
Compliance	Audit findings, statutory filing accuracy
Employee Satisfaction	Quality of support, dispute resolution time
Process Efficiency	Automation improvements, reduction in manual inputs

Skills & Competencies

Technical Competencies

- Strong understanding of payroll processes, labour laws, and tax regulations.
- Proficiency in payroll systems and HRIS platforms.
- Familiarity with time-tracking systems used in transport and logistics.



- Solid Excel skills and ability to work with large datasets.

Behavioural Competencies

- High attention to detail and accuracy.
- Strong confidentiality and integrity.
- Excellent communication and customer-service skills.
- Ability to work under pressure and meet strict deadlines.
- Organized, proactive, and solution-oriented.

Qualifications & Experience

- Diploma or bachelor's degree in Payroll Administration, HR, Accounting, or related field.
- 2–4 years of experience in payroll processing.
- Experience in transport, logistics, or shift-based environments is highly advantageous.
- Knowledge of collective labor agreements and sector-specific allowances is beneficial.

Working Conditions

- Office-based role with regular interaction with HR, operations, and finance teams.
- Occasional visits to depots or warehouses to support payroll data collection.
- Increased workload during payroll cycles, year-end, and regulatory reporting periods.

Role Impact

The Payroll Specialist ensures that employees are paid accurately and on time—an essential factor in maintaining workforce morale and operational stability. In a fast-paced logistics environment with complex pay structures, this role directly supports compliance, financial accuracy, and employee satisfaction.



12.09 — Cost Accountant (Transport & Logistics)

Finance Department — Transport & Logistics Sector

Job Purpose

The Cost Accountant is responsible for analysing, monitoring, and reporting the cost structures associated with transport, warehousing, and logistics operations. This role provides detailed cost insights that support pricing decisions, operational efficiency, and profitability management. In a sector where costs fluctuate due to fuel prices, fleet maintenance, subcontracting, and variable demand, the Cost Accountant ensures that management has accurate, timely, and actionable cost information to guide strategic and operational decisions.

Key Responsibilities

1. Cost Analysis & Monitoring

- Analyse direct and indirect costs related to transport, warehousing, and logistics activities.
- Monitor key cost drivers such as fuel, maintenance, labour, subcontractor charges, tolls, and equipment usage.
- Track cost trends and identify variances against budget, forecast, and historical performance.

2. Cost Allocation & Modelling

- Develop and maintain cost allocation models for routes, hubs, fleets, and logistics services.
- Allocate overheads and shared costs using appropriate methodologies.
- Support activity-based costing (ABC) initiatives to improve cost transparency.

3. Profitability Analysis

- Conduct profitability analysis by customer, lane, product, vehicle type, or service line.
- Evaluate the financial impact of operational changes such as route optimization, fleet renewal, or outsourcing.
- Provide insights to support pricing, tender submissions, and contract negotiations.

4. Budgeting & Forecasting Support

- Assist in preparing annual budgets and periodic forecasts for operational cost centers.
- Provide cost assumptions and scenario analyses for planning cycles.



- Collaborate with operations to ensure cost forecasts reflect operational realities.

5. Operational Collaboration

- Work closely with fleet managers, warehouse supervisors, dispatch teams, and procurement to validate cost data.
- Support operational teams in identifying cost-saving opportunities.
- Participate in cross-functional projects such as fuel efficiency programs or warehouse productivity initiatives.

6. Reporting & Performance Management

- Prepare cost reports, dashboards, and KPIs for management review.
- Present findings to finance and operational leadership.
- Support month-end closing activities, including cost accruals and reconciliations.

7. Systems & Process Improvement

- Utilize ERP, TMS, and WMS systems to extract and analyze cost data.
- Improve cost reporting accuracy through system enhancements and automation.
- Support digital transformation initiatives such as telematics-based cost tracking or automated fuel reporting.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Accuracy	Accuracy of cost allocation, variance explanations
Profitability Insight	Quality of profitability analysis, margin improvement support
Operational Efficiency	Identified cost-saving opportunities, cost-per-unit improvements
Reporting Quality	Timeliness and clarity of cost reports
Process Improvement	Automation initiatives, reduction in manual data handling

Skills & Competencies

Technical Competencies

- Strong understanding of cost accounting principles and methodologies.
- Proficiency in ERP systems and logistics platforms (TMS/WMS).



- Advanced Excel and financial modelling skills.
- Knowledge of transport cost structures, fleet economics, and warehouse operations.

Behavioural Competencies

- Analytical and detail-oriented mindset.
- Strong communication and presentation skills.
- Ability to collaborate with operational teams and influence decision-making.
- Proactive, commercially minded, and solution-oriented.

Qualifications & Experience

- Bachelor's degree in accounting, Finance, Business, or related field.
- Professional certification (CIMA, ACCA, CPA) is an advantage.
- 3–5 years of experience in cost accounting, ideally in transport, logistics, or supply chain.
- Experience with costing models, operational finance, or activity-based costing is beneficial.

Working Conditions

- Office-based role with frequent interaction with operational sites (depots, hubs, warehouses).
- Occasional travel to regional branches or logistics facilities.
- Increased workload during budgeting cycles and month-end closing.

Role Impact

The Cost Accountant plays a critical role in improving operational efficiency and profitability. By providing deep cost insights and supporting data-driven decision-making, this role strengthens financial performance and enhances competitiveness in the fast-moving transport and logistics sector.



12.10 — Fixed Assets Accountant

Finance Department — Transport & Logistics Sector

Job Purpose

The Fixed Assets Accountant is responsible for managing the full lifecycle of the company's fixed assets, including fleet vehicles, trailers, warehouse equipment, IT infrastructure, and facility assets. In the transport and logistics sector—where asset intensity is high and depreciation plays a major role in cost structures—this role ensures accurate asset accounting, compliance with financial standards, and reliable reporting. The Fixed Assets Accountant supports investment decisions, asset utilization analysis, and long-term financial planning.

Key Responsibilities

1. Fixed Asset Register Management

- Maintain an accurate and up-to-date fixed asset register for all company assets.
- Record asset acquisitions, disposals, transfers, and retirements.
- Ensure correct asset categorization, useful life assignment, and depreciation methods.

2. Depreciation & Amortization

- Calculate and post monthly depreciation and amortization entries.
- Review depreciation schedules for accuracy and alignment with accounting policies.
- Analyse the impact of asset changes on depreciation expense and financial results.

3. Capital Expenditure (CapEx) Control

- Monitor capital projects and ensure proper capitalization of costs.
- Review CapEx requests for compliance with budget and approval processes.
- Track project progress and ensure timely closure of completed projects.

4. Asset Verification & Audits

- Coordinate periodic physical asset counts across depots, warehouses, and fleet locations.
- Investigate discrepancies between physical assets and the fixed asset register.
- Support internal and external audits by providing documentation and explanations.

5. Compliance & Accounting Standards



- Ensure compliance with IFRS/GAAP and internal accounting policies.
- Apply correct accounting treatment for leases, refurbishments, and componentization.
- Maintain documentation for asset valuation, impairment, and disposals.

6. Reporting & Analysis

- Prepare fixed asset reports for management, including asset aging, utilization, and CapEx performance.
- Support month-end and year-end closing activities related to fixed assets.
- Provide insights on asset lifecycle costs, replacement planning, and investment decisions.

7. Systems & Process Improvement

- Work with ERP systems and asset management platforms to ensure accurate data integration.
- Identify opportunities to automate asset tracking and depreciation processes.
- Support digital initiatives such as telematics-based fleet asset monitoring.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Data Accuracy	Accuracy of fixed asset register, reconciliation quality
Compliance	Audit findings, adherence to accounting standards
Timeliness	On-time depreciation runs, CapEx reporting
Operational Insight	Quality of asset analysis, support for investment decisions
Process Efficiency	Automation improvements, reduction in manual adjustments

Skills & Competencies

Technical Competencies

- Strong understanding of fixed asset accounting principles.
- Proficiency in ERP systems (SAP, Oracle, Microsoft Dynamics) and asset management tools.
- Knowledge of IFRS/GAAP, especially IAS 16 and IFRS 16.
- Familiarity with fleet, warehouse, and facility asset structures in logistics.

Behavioural Competencies



- High attention to detail and accuracy.
- Strong analytical and problem-solving skills.
- Effective communication with finance, operations, and procurement teams.
- Organized, proactive, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in accounting, Finance, or related field.
- Professional certification (ACCA, CPA, CIMA) is an advantage.
- 2–4 years of experience in fixed asset accounting or general ledger roles.
- Experience in transport, logistics, or asset-intensive industries is highly beneficial.

Working Conditions

- Office-based role with regular interaction with fleet management, procurement, and operations.
- Occasional travel to depots, warehouses, or maintenance facilities for asset verification.
- Increased workload during month-end, year-end, and audit periods.

Role Impact

The Fixed Assets Accountant plays a crucial role in safeguarding the company's long-term investments and ensuring accurate financial representation of its asset base. In a sector where fleet and equipment drive operational performance, this role directly supports strategic planning, cost control, and financial transparency.



12.11 — FP&A Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The FP&A Analyst supports financial planning, forecasting, and performance analysis across the transport and logistics organization. This role provides data-driven insights that help management understand business performance, optimize operations, and make informed strategic decisions. In a sector where cost volatility, fluctuating demand, and operational complexity are the norm, the FP&A Analyst ensures that financial plans are accurate, relevant, and aligned with operational realities.

Key Responsibilities

1. Budgeting & Forecasting

- Assist in preparing annual budgets, quarterly forecasts, and long-range financial plans.
- Develop and maintain financial models to support scenario planning and operational forecasting.
- Collaborate with operations, commercial teams, and cost center owners to gather assumptions and validate inputs.

2. Financial & Operational Performance Analysis

- Analyse monthly financial results, identifying key drivers of performance across transport, warehousing, and logistics activities.
- Prepare management reports, dashboards, and variance analyses.
- Monitor operational KPIs such as fleet utilization, cost per kilometer, warehouse productivity, and subcontractor spend.

3. Business Partnering

- Work closely with operational teams to understand cost behaviour, revenue drivers, and performance trends.
- Provide financial insights to support decision-making in areas such as pricing, route optimization, and resource planning.
- Support commercial teams with financial input for tenders, customer proposals, and contract reviews.

4. Cost & Profitability Analysis

- Conduct profitability analysis by customer, route, service line, or business unit.
- Evaluate cost structures and identify opportunities for efficiency improvements.



- Support initiatives related to fuel management, fleet optimization, and warehouse productivity.

5. Reporting & Executive Support

- Prepare monthly performance packs, management presentations, and financial summaries.
- Ensure consistency and accuracy of financial reporting across business units.
- Support senior finance leadership with ad-hoc analysis and strategic projects.

6. Data Management & Systems

- Use ERP, TMS, WMS, and BI tools to extract, analyse, and visualize financial and operational data.
- Improve data quality and reporting automation through system enhancements.
- Support digital transformation initiatives such as predictive analytics and advanced reporting tools.

7. Continuous Improvement

- Identify opportunities to streamline planning, reporting, and analysis processes.
- Enhance financial models, templates, and analytical frameworks.
- Contribute to cross-functional projects aimed at improving operational and financial performance.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Forecast Accuracy	Variance between forecast and actual results
Insight Quality	Clarity and usefulness of analysis
Reporting Timeliness	On-time delivery of FP&A reports
Operational Impact	Contribution to cost savings or margin improvements
Process Efficiency	Automation initiatives, cycle-time reduction

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP systems, BI tools, and advanced Excel.
- Understanding of transport and logistics cost structures and operational KPIs.



- Experience with budgeting, forecasting, and variance analysis.

Behavioural Competencies

- Strong communication and presentation skills.
- Detail-oriented with a structured, analytical mindset.
- Ability to collaborate with cross-functional teams.
- Proactive, curious, and commercially minded.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- 3–5 years of experience in FP&A, financial analysis, or business partnering.
- Experience in transport, logistics, supply chain, or asset-intensive industries is an advantage.
- Strong experience with financial modelling and management reporting.

Working Conditions

- Office-based role with regular interaction with operations, commercial teams, and finance leadership.
- Occasional travel to depots, warehouses, or regional offices.
- Increased workload during budgeting cycles, month-end, and forecasting periods.

Role Impact

The FP&A Analyst plays a key role in supporting financial transparency, operational efficiency, and strategic decision-making. By delivering accurate forecasts, insightful analysis, and meaningful business support, this role strengthens the organization's financial performance and competitiveness in the transport and logistics sector.



12.12 — Senior FP&A Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Senior FP&A Analyst plays a strategic role in driving financial planning, forecasting, and performance management across the transport and logistics organization. This role provides high-quality financial insights that support executive decision-making, operational optimization, and long-term business strategy. In a sector defined by cost volatility, fluctuating demand, and complex operational networks, the Senior FP&A Analyst ensures that financial plans are robust, data-driven, and aligned with both commercial and operational realities.

Key Responsibilities

1. Financial Planning & Forecasting

- Lead the preparation of annual budgets, quarterly forecasts, and long-range financial plans.
- Develop advanced financial models to support scenario planning, network optimization, and strategic initiatives.
- Partner with operational leaders to validate assumptions and ensure forecasts reflect real-world conditions.

2. Performance Analysis

- Analyze monthly financial results, identifying key drivers of performance across transport, warehousing, and logistics operations.
- Prepare executive-level performance reports, dashboards, and presentations.
- Provide insights on revenue trends, cost behavior, margin performance, and operational KPIs.

3. Strategic Business Partnering

- Collaborate with senior management, operations, commercial teams, and supply chain leaders.
- Support strategic decisions such as fleet investments, route optimization, pricing strategies, and contract negotiations.
- Provide financial input for tenders, customer proposals, and new business opportunities.

4. Cost & Profitability Analysis

- Conduct profitability analysis by customer, route, service line, or business unit.
- Evaluate cost structures and identify opportunities for efficiency improvements.



- Support initiatives related to fuel optimization, fleet utilization, warehouse productivity, and subcontractor management.

5. Executive Reporting

- Prepare monthly business reviews, board reports, and financial performance summaries.
- Present findings to senior leadership with clear recommendations.
- Ensure consistency and accuracy of financial reporting across the organization.

6. Data Management & Systems

- Use ERP, TMS, WMS, and BI tools to extract, analyse, and visualize financial and operational data.
- Improve data quality and reporting automation through system enhancements.
- Support digital transformation initiatives such as predictive analytics and advanced forecasting tools.

7. Process Improvement

- Identify opportunities to streamline planning and reporting processes.
- Enhance financial models, templates, and analytical frameworks.
- Support continuous improvement initiatives across finance and operations.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Forecast Accuracy	Variance between forecast and actual results
Insight Quality	Clarity and impact of financial analysis
Strategic Contribution	Influence on key business decisions
Reporting Timeliness	On-time delivery of FP&A reports
Process Efficiency	Automation improvements, cycle-time reduction

Skills & Competencies

Technical Competencies

- Strong financial modelling and analytical skills.
- Proficiency in ERP systems, BI tools, and advanced Excel.
- Understanding of transport and logistics cost structures and operational KPIs.
- Experience with budgeting, forecasting, and long-range planning.



Behavioural Competencies

- Strong communication and presentation skills.
- Strategic thinking with a commercial mindset.
- Ability to influence stakeholders at all levels.
- High attention to detail and strong problem-solving abilities.
- Proactive, collaborative, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- Professional certification (CIMA, ACCA, CPA) is an advantage.
- 5–7 years of experience in FP&A, financial analysis, or business partnering.
- Experience in transport, logistics, supply chain, or asset-intensive industries is highly desirable.
- Strong experience with financial modelling and executive reporting.

Working Conditions

- Office-based role with regular interaction with senior leadership and operational teams.
- Occasional travel to depots, warehouses, or regional offices.
- Increased workload during budgeting cycles, month-end, and strategic planning periods.

Role Impact

The Senior FP&A Analyst plays a pivotal role in shaping the financial direction of the organization. By providing deep insights, robust forecasts, and strategic analysis, this role directly influences profitability, operational efficiency, and long-term competitiveness in the transport and logistics sector.



12.13 — Financial Planning Manager

Finance Department — Transport & Logistics Sector

Job Purpose

The Financial Planning Manager leads the financial planning, budgeting, and forecasting processes across the transport and logistics organization. This role ensures that financial plans are accurate, strategically aligned, and supported by robust analysis. Operating in a sector characterized by fluctuating demand, cost volatility, and complex operational networks, the Financial Planning Manager provides critical insights that guide executive decision-making, long-term strategy, and operational performance management.

Key Responsibilities

1. Leadership of Planning & Forecasting Processes

- Lead the development of annual budgets, quarterly forecasts, and long-range financial plans.
- Establish planning timelines, templates, and methodologies for all business units.
- Ensure alignment between financial plans, operational capacity, and strategic objectives.

2. Financial Analysis & Performance Management

- Oversee monthly performance reviews, including variance analysis and KPI reporting.
- Identify key drivers of financial performance across transport, warehousing, and logistics operations.
- Provide actionable insights to senior leadership to support decision-making.

3. Strategic Business Partnering

- Collaborate with operations, commercial teams, supply chain, and executive leadership.
- Support strategic initiatives such as fleet investments, network optimization, pricing strategies, and new business development.
- Provide financial leadership in tender evaluations, customer negotiations, and contract renewals.

4. Cost & Profitability Management

- Oversee profitability analysis by customer, route, service line, or business unit.
- Evaluate cost structures and identify opportunities for efficiency improvements.



- Support initiatives related to fuel management, fleet utilization, warehouse productivity, and subcontractor optimization.

5. Executive Reporting

- Prepare board-level financial reports, business reviews, and strategic presentations.
- Ensure consistency, accuracy, and clarity of financial reporting across the organization.
- Present financial insights and recommendations to senior leadership.

6. Data, Systems & Process Optimization

- Lead improvements in financial modelling, reporting tools, and planning systems.
- Work with ERP, TMS, WMS, and BI platforms to enhance data quality and automation.
- Support digital transformation initiatives such as predictive analytics and integrated planning tools.

7. Team Leadership & Development

- Manage and mentor FP&A Analysts and Senior Analysts.
- Build analytical capability within the finance team.
- Promote a culture of continuous improvement, collaboration, and commercial thinking.

Key Performance Indicators (KPIs)

KPI Category

Example Indicators

Forecast Accuracy Variance between forecast and actual results

Strategic Impact Influence on major business decisions

Reporting Quality Clarity, accuracy, and timeliness of reports

Operational Insight Contribution to cost savings and margin improvements

Team Performance Capability development, quality of outputs

Skills & Competencies

Technical Competencies

- Strong expertise in financial planning, forecasting, and modelling.
- Proficiency in ERP systems, BI tools, and advanced Excel.



- Deep understanding of transport and logistics cost structures and operational KPIs.
- Strong knowledge of budgeting methodologies and performance management frameworks.

Behavioural Competencies

- Strategic thinker with strong commercial acumen.
- Excellent communication and presentation skills.
- Ability to influence senior stakeholders and challenge constructively.
- Strong leadership, coaching, and team-building skills.
- Analytical, detail-oriented, and highly organized.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- Professional certification (CIMA, ACCA, CPA) is highly advantageous.
- 7–10 years of experience in FP&A, financial analysis, or business partnering.
- Experience in transport, logistics, supply chain, or asset-intensive industries is strongly preferred.
- Proven experience leading planning cycles and managing analytical teams.

Working Conditions

- Office-based role with regular interaction with senior leadership and operational teams.
- Occasional travel to depots, warehouses, or regional offices.
- Increased workload during budgeting cycles, month-end, and strategic planning periods.

Role Impact

The Financial Planning Manager plays a central role in shaping the financial direction and strategic priorities of the organization. By delivering robust financial plans, insightful analysis, and strong leadership, this role directly influences profitability, operational efficiency, and long-term competitiveness in the transport and logistics sector.



12.14 — Budgeting & Forecasting Specialist

Finance Department — Transport & Logistics Sector

Job Purpose

The Budgeting & Forecasting Specialist supports the development, coordination, and execution of the company's budgeting and forecasting processes. Operating in the transport and logistics sector—where cost structures are complex, demand fluctuates, and operational networks are dynamic—this role ensures that financial plans are accurate, data-driven, and aligned with business objectives. The specialist provides essential analytical support to management, enabling informed decision-making and effective performance management.

Key Responsibilities

1. Budget Preparation & Coordination

- Support the development of annual budgets for all business units, including transport, warehousing, and logistics operations.
- Coordinate the collection of budget inputs from cost center owners and operational managers.
- Validate assumptions, challenge inconsistencies, and ensure alignment with strategic goals.

2. Forecasting & Scenario Planning

- Prepare periodic forecasts (monthly, quarterly) based on updated operational and financial data.
- Develop scenario analyses to assess the impact of changes in fuel prices, volumes, fleet utilization, or subcontractor costs.
- Collaborate with operations and commercial teams to refine forecast assumptions.

3. Financial Modelling & Analysis

- Build and maintain financial models to support planning, forecasting, and decision-making.
- Analyze trends in revenue, costs, margins, and operational KPIs.
- Identify risks and opportunities that may impact financial performance.

4. Performance Monitoring

- Prepare variance analyses comparing actual results to budget and forecast.
- Highlight key drivers of performance deviations and provide actionable insights.
- Support monthly business reviews with clear, concise financial commentary.



5. Reporting & Documentation

- Prepare budgeting and forecasting reports, dashboards, and presentations for management.
- Ensure consistency, accuracy, and clarity in all planning documents.
- Maintain documentation of assumptions, methodologies, and version control.

6. Collaboration & Business Partnering

- Work closely with operations, commercial teams, procurement, and senior finance staff.
- Provide financial insights to support operational planning, pricing decisions, and resource allocation.
- Assist in evaluating business cases, tenders, and investment proposals.

7. Systems & Process Improvement

- Use ERP, TMS, WMS, and BI tools to extract and analyze financial and operational data.
- Support automation and digitalization initiatives to streamline planning processes.
- Enhance templates, models, and workflows to improve efficiency and accuracy.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Forecast Accuracy	Variance between forecast and actual results
Budget Quality	Completeness, accuracy, and alignment with strategy
Reporting Timeliness	On-time delivery of planning documents
Insight Quality	Clarity and usefulness of analysis
Process Efficiency	Improvements in cycle time, automation adoption

Skills & Competencies

Technical Competencies

- Strong financial modelling and analytical skills.
- Proficiency in ERP systems, BI tools, and advanced Excel.
- Understanding of transport and logistics cost structures and operational KPIs.
- Knowledge of budgeting methodologies and forecasting techniques.



Behavioural Competencies

- Detail-oriented with strong analytical thinking.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, organized, and able to manage multiple deadlines.
- Commercially minded with a problem-solving approach.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- 3–5 years of experience in budgeting, forecasting, FP&A, or financial analysis.
- Experience in transport, logistics, supply chain, or asset-intensive industries is an advantage.
- Strong experience with financial modelling and planning tools.

Working Conditions

- Office-based role with regular interaction with operations, commercial teams, and finance leadership.
- Occasional travel to depots, warehouses, or regional offices.
- Increased workload during budgeting cycles and forecasting periods.

Role Impact

The Budgeting & Forecasting Specialist plays a key role in ensuring financial discipline, operational alignment, and strategic clarity. By delivering accurate budgets, reliable forecasts, and meaningful insights, this role strengthens financial performance and supports long-term competitiveness in the transport and logistics sector.



12.15 — Business Performance Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Business Performance Analyst plays a key role in monitoring, analyzing, and improving the financial and operational performance of the transport and logistics organization. This role transforms data into actionable insights, enabling management to make informed decisions that enhance efficiency, profitability, and service quality. In a sector defined by tight margins, fluctuating demand, and complex operational networks, the Business Performance Analyst ensures that performance metrics are transparent, accurate, and aligned with strategic objectives.

Key Responsibilities

1. Performance Monitoring & Reporting

- Develop and maintain performance dashboards and KPI reports for transport, warehousing, and logistics operations.
- Track key metrics such as fleet utilization, cost per kilometer, warehouse productivity, on-time delivery, and subcontractor performance.
- Provide regular performance updates to management and operational teams.

2. Data Analysis & Insight Generation

- Analyse financial and operational data to identify trends, inefficiencies, and improvement opportunities.
- Conduct root-cause analysis on performance deviations and operational bottlenecks.
- Translate complex data into clear, actionable insights for decision-makers.

3. Business Partnering

- Collaborate with operations, commercial teams, procurement, and finance to understand performance drivers.
- Support operational managers with data-driven recommendations to improve efficiency and service quality.
- Participate in cross-functional performance reviews and improvement initiatives.

4. Cost & Profitability Analysis

- Analyse cost structures across transport, warehousing, and logistics activities.
- Support profitability analysis by customer, route, service line, or business unit.
- Identify cost-saving opportunities and support implementation of efficiency initiatives.



5. Forecasting & Planning Support

- Assist in developing operational forecasts and performance targets.
- Provide input into budgeting and forecasting processes based on performance trends.
- Support scenario modelling for operational and commercial decisions.

6. Process & Systems Improvement

- Work with ERP, TMS, WMS, and BI tools to enhance data accuracy and reporting automation.
- Improve performance reporting frameworks, templates, and analytical models.
- Support digital transformation initiatives such as predictive analytics and real-time performance monitoring.

7. Project Support

- Contribute to strategic and operational projects such as fleet optimization, warehouse redesign, or network planning.
- Provide analytical support for business cases, tenders, and investment proposals.
- Track project performance and measure benefits realization.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Insight Quality	Clarity, relevance, and impact of analysis
Reporting Timeliness	On-time delivery of dashboards and reports
Operational Impact	Contribution to cost savings, efficiency gains, or service improvements
Data Accuracy	Reliability and consistency of performance metrics
Process Efficiency	Automation improvements, reduction in manual reporting

Skills & Competencies

Technical Competencies

- Strong analytical and data-interpretation skills.
- Proficiency in BI tools (Power BI, Tableau), ERP systems, and advanced Excel.



- Understanding of transport and logistics KPIs, cost structures, and operational processes.
- Experience with data modelling, visualization, and performance frameworks.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, curious, and commercially minded.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–5 years of experience in business performance analysis, FP&A, operations analysis, or similar roles.
- Experience in transport, logistics, or supply chain environments is highly advantageous.
- Strong experience with BI tools and data analytics platforms.

Working Conditions

- Office-based role with regular interaction with operations, commercial teams, and finance leadership.
- Occasional travel to depots, warehouses, or regional offices.
- Increased workload during performance review cycles and strategic planning periods.

Role Impact

The Business Performance Analyst plays a crucial role in driving operational excellence and financial improvement. By providing clear insights, robust analysis, and data-driven recommendations, this role strengthens decision-making, enhances efficiency, and supports long-term competitiveness in the transport and logistics sector.



12.16 — Profitability Analyst (Lane, Route, Mode)

Finance Department — Transport & Logistics Sector

Job Purpose

The Profitability Analyst (Lane, Route, Mode) is responsible for evaluating and optimizing the financial performance of transport operations across specific lanes, routes, and modes (road, air, sea, rail). This role provides detailed profitability insights that support pricing decisions, network optimization, fleet deployment, and strategic planning. In a sector where margins are tight and operational variables are constantly shifting, the Profitability Analyst ensures that management has accurate, actionable intelligence to improve efficiency and maximize returns.

Key Responsibilities

1. Lane, Route & Mode Profitability Analysis

- Analyse profitability by lane, route, corridor, and transport mode.
- Evaluate revenue, direct costs, and contribution margins for each operational segment.
- Identify underperforming routes and recommend corrective actions.

2. Cost Structure Evaluation

- Assess key cost drivers such as fuel, tolls, subcontractor rates, fleet utilization, and handling charges.
- Work with operations to validate cost allocations and ensure accuracy of route-level costing.
- Monitor cost fluctuations and their impact on route profitability.

3. Pricing & Commercial Support

- Provide financial input for pricing decisions, tenders, and customer proposals.
- Support the commercial team with margin analysis and competitive benchmarking.
- Evaluate the financial viability of new routes, modes, or service offerings.

4. Network Optimization

- Analyse route performance to support decisions on network design, fleet deployment, and subcontracting strategies.
- Identify opportunities to consolidate loads, optimize backhauls, or adjust service frequencies.
- Collaborate with operations to improve lane efficiency and reduce empty mileage.



5. Performance Reporting

- Develop and maintain profitability dashboards and route-level performance reports.
- Present findings to finance, operations, and commercial leadership.
- Track KPIs such as cost per kilometer, revenue per trip, load factor, and contribution margin.

6. Forecasting & Scenario Modelling

- Support forecasting of route-level performance based on volume trends, cost changes, and operational plans.
- Conduct scenario modelling to assess the impact of fuel price changes, rate adjustments, or network redesigns.
- Provide insights for budgeting and long-range planning.

7. Cross-Functional Collaboration

- Work closely with transport planners, dispatch teams, fleet managers, and commercial teams.
- Participate in performance reviews and operational improvement initiatives.
- Support strategic projects such as fleet renewal, modal shifts, or new lane development.

8. Systems & Data Improvement

- Use ERP, TMS, WMS, telematics, and BI tools to extract and analyze route-level data.
- Improve data accuracy and reporting automation through system enhancements.
- Support digital initiatives such as real-time profitability tracking.

Key Performance Indicators (KPIs)

KPI Category

Example Indicators

Profitability Insight Accuracy of route-level margin analysis

Operational Impact Contribution to cost savings and route optimization

Reporting Quality Timeliness and clarity of profitability reports

Pricing Support Quality of financial input for tenders and proposals

Process Efficiency Automation improvements, reduction in manual analysis



Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, telematics platforms, and BI tools.
- Deep understanding of transport cost structures and operational KPIs.
- Experience with route costing, lane analysis, and contribution margin modelling.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with operational and commercial teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–6 years of experience in profitability analysis, FP&A, transport analytics, or operational finance.
- Experience in transport, logistics, freight forwarding, or supply chain is highly advantageous.
- Strong experience with BI tools and route-level data analysis.

Working Conditions

- Office-based role with regular interaction with operations, fleet management, and commercial teams.
- Occasional travel to depots, hubs, or regional offices to understand operational realities.
- Increased workload during budgeting cycles, tender seasons, and strategic planning periods.

Role Impact

The Profitability Analyst (Lane, Route, Mode) plays a critical role in improving financial performance and operational efficiency. By providing deep route-level insights and supporting data-driven decision-making, this role directly enhances profitability, competitiveness, and network optimization in the transport and logistics sector.



12.17 — Pricing & Margin Analyst (Freight)

Finance Department — Transport & Logistics Sector

Job Purpose

The Pricing & Margin Analyst (Freight) is responsible for developing, evaluating, and optimizing pricing strategies across freight services, including road, air, sea, and multimodal transport. This role ensures that pricing decisions are data-driven, competitive, and aligned with margin targets. In a sector where costs fluctuate rapidly and customer requirements vary widely, the Pricing & Margin Analyst provides critical insights that support profitable growth, commercial decision-making, and long-term competitiveness.

Key Responsibilities

1. Pricing Development & Analysis

- Develop pricing proposals for tenders, spot quotes, and long-term contracts.
- Analyse cost structures, market rates, and competitive benchmarks to determine optimal pricing.
- Ensure pricing reflects operational realities, customer requirements, and margin expectations.

2. Margin Management

- Monitor and analyse margins by customer, lane, route, mode, and service type.
- Identify margin erosion, cost leakage, and underperforming accounts.
- Recommend corrective actions such as rate adjustments, cost optimization, or service redesign.

3. Commercial Support

- Partner with sales and business development teams to support customer negotiations.
- Provide financial input for tenders, RFQs, and strategic customer proposals.
- Evaluate the profitability of new business opportunities and service expansions.

4. Cost & Market Intelligence

- Track key cost drivers such as fuel, tolls, subcontractor rates, handling charges, and capacity constraints.
- Monitor market trends, competitor pricing, and industry benchmarks.
- Provide insights on pricing dynamics across different modes and geographies.

5. Scenario Modelling & Profitability Forecasting



- Build pricing models to simulate different rate structures, cost changes, and volume scenarios.
- Forecast the financial impact of pricing decisions on revenue, margin, and contribution.
- Support long-range planning and commercial strategy development.

6. Performance Reporting

- Develop pricing and margin dashboards for management review.
- Track KPIs such as win rates, margin per shipment, revenue per kilometer, and pricing accuracy.
- Present insights and recommendations to commercial, finance, and operational leadership.

7. Cross-Functional Collaboration

- Work closely with operations, procurement, fleet management, and finance to validate cost inputs.
- Support operational teams in understanding pricing implications and margin drivers.
- Participate in cross-functional initiatives such as cost-to-serve analysis or network optimization.

8. Systems & Process Improvement

- Use ERP, TMS, WMS, and BI tools to extract and analyse pricing and margin data.
- Improve pricing tools, templates, and workflows to enhance speed and accuracy.
- Support digital initiatives such as automated rating engines and dynamic pricing models.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Margin Performance	Contribution margin, margin improvement by lane/customer
Pricing Accuracy	Variance between quoted and actual margins
Commercial Impact	Tender win rate, profitability of new business
Reporting Quality	Timeliness and clarity of pricing dashboards
Process Efficiency	Automation improvements, reduction in manual pricing steps

Skills & Competencies



Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, and BI tools (Power BI, Tableau).
- Deep understanding of freight cost structures, tariffs, and market pricing.
- Experience with tender pricing, rate cards, and contribution margin analysis.

Behavioural Competencies

- Strong communication and negotiation support skills.
- Detail-oriented with a commercial and strategic mindset.
- Ability to collaborate with sales, operations, and finance teams.
- Proactive, curious, and solution-oriented.
- Strong organizational skills and ability to manage multiple deadlines.

Qualifications & Experience

- Bachelor's degree in finance, Business, Supply Chain, Economics, or related field.
- 3–6 years of experience in pricing, margin analysis, commercial finance, or freight analytics.
- Experience in transport, logistics, freight forwarding, or supply chain is highly advantageous.
- Strong experience with pricing tools, BI platforms, and financial modelling.

Working Conditions

- Office-based role with regular interaction with sales, operations, procurement, and finance.
- Occasional travel to depots, hubs, or customer sites for pricing discussions or operational reviews.
- Increased workload during tender seasons, peak periods, and strategic planning cycles.

Role Impact

The Pricing & Margin Analyst (Freight) plays a critical role in ensuring profitable growth and competitive positioning. By delivering accurate pricing, robust margin insights, and strategic commercial support, this role directly enhances revenue quality, customer profitability, and long-term financial performance in the transport and logistics sector.



12.18 — Cost Optimization Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Cost Optimization Analyst is responsible for identifying, analysing, and implementing cost-reduction and efficiency-improvement opportunities across the transport and logistics organization. In a sector where margins are tight, operational complexity is high, and cost drivers fluctuate constantly, this role provides critical insights that help the business operate more efficiently and competitively. The analyst works cross-functionally to evaluate cost structures, streamline processes, and support strategic initiatives that enhance profitability.

Key Responsibilities

1. Cost Analysis & Benchmarking

- Analyse cost structures across transport, warehousing, and logistics operations.
- Benchmark internal performance against industry standards, competitors, and historical trends.
- Identify high-cost areas, inefficiencies, and opportunities for improvement.

2. Operational Cost Optimization

- Evaluate key cost drivers such as fuel, fleet maintenance, subcontractor spend, labour, and handling charges.
- Support initiatives to reduce empty mileage, improve load factor, and optimize route planning.
- Work with warehouse teams to improve productivity, reduce overtime, and optimize resource allocation.

3. Process Improvement & Efficiency Projects

- Conduct process mapping to identify bottlenecks, redundancies, and non-value-adding activities.
- Recommend and support implementation of process improvements across operations, finance, and supply chain.
- Track and measure the impact of implemented initiatives.

4. Cost-to-Serve & Profitability Support

- Support cost-to-serve analysis by customer, route, service line, or mode.
- Provide insights to commercial teams to improve pricing, contract terms, and service design.



- Collaborate with profitability analysts to ensure cost assumptions are accurate and up-to-date.

5. Data Analysis & Reporting

- Develop dashboards and reports that track cost performance, savings initiatives, and efficiency KPIs.
- Present findings and recommendations to finance, operations, and senior leadership.
- Ensure data accuracy and consistency across systems and reporting tools.

6. Cross-Functional Collaboration

- Work closely with operations, procurement, fleet management, warehousing, and commercial teams.
- Support procurement in supplier negotiations by providing cost insights and analysis.
- Participate in cross-functional task forces focused on cost reduction and operational excellence.

7. Forecasting & Scenario Modelling

- Model the financial impact of cost-reduction initiatives and operational changes.
- Conduct scenario analysis to evaluate the effects of fuel price changes, subcontractor rate adjustments, or network redesigns.
- Provide input into budgeting and forecasting processes.

8. Systems & Digital Optimization

- Use ERP, TMS, WMS, telematics, and BI tools to extract and analyze cost data.
- Support digital transformation initiatives such as automation, predictive analytics, and real-time cost tracking.
- Improve data quality and reporting automation.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Savings	Verified savings from initiatives, cost-per-unit reduction
Operational Efficiency	Improvement in load factor, empty mileage, warehouse productivity
Insight Quality	Clarity and impact of cost-optimization recommendations
Reporting Timeliness	On-time delivery of cost dashboards and analyses



KPI Category

Example Indicators

Process Improvement

Number and impact of implemented efficiency initiatives

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, WMS, telematics, and BI tools.
- Understanding of transport and logistics cost structures and operational KPIs.
- Experience with process improvement methodologies (Lean, Six Sigma is a plus).

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

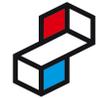
Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Industrial Engineering, or related field.
- 3–6 years of experience in cost analysis, operational finance, business performance, or logistics analytics.
- Experience in transport, logistics, freight forwarding, or supply chain is highly advantageous.
- Strong experience with BI tools and data analytics platforms.

Working Conditions

- Office-based role with regular interaction with operations, procurement, fleet management, and finance.
- Occasional travel to depots, hubs, or warehouses to understand operational processes.
- Increased workload during budgeting cycles, strategic reviews, and major cost-reduction initiatives.

Role Impact



The Cost Optimization Analyst plays a vital role in improving financial performance and operational efficiency. By identifying cost-saving opportunities, supporting data-driven decision-making, and driving continuous improvement, this role directly enhances profitability and strengthens competitiveness in the transport and logistics sector.



12.19 — Freight Billing Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Freight Billing Analyst is responsible for ensuring accurate, timely, and compliant billing for freight movements across road, air, sea, and multimodal operations. This role validates shipment data, analyses billing discrepancies, and supports revenue assurance initiatives. In a sector where billing complexity is high due to variable tariffs, surcharges, customer-specific requirements, and fluctuating operational data the Freight Billing Analyst plays a critical role in safeguarding revenue integrity and supporting strong customer relationships.

Key Responsibilities

1. Freight Billing Preparation

- Validate shipment data from TMS/WMS systems, including weight, dimensions, mileage, pallets, and accessorial charges.
- Prepare and issue invoices for domestic and international freight services.
- Ensure billing aligns with customer contracts, tariffs, Incoterms, and service-level agreements.

2. Data Verification & Quality Control

- Review proof of delivery (POD), customs documents, and operational confirmations prior to billing.
- Identify and resolve discrepancies between operational data and billing requirements.
- Collaborate with operations to correct missing or inaccurate shipment information.

3. Customer-Specific Billing Requirements

- Apply customer-specific billing rules, including consolidated invoicing, EDI formats, and portal submissions.
- Ensure compliance with customer billing cycles, templates, and documentation standards.
- Maintain accurate customer billing profiles and rate structures.

4. Revenue Assurance & Controls

- Identify unbilled shipments and follow up with operations to close gaps.
- Validate accessorial charges such as waiting time, demurrage, detention, and storage.



- Support internal controls to reduce revenue leakage and improve billing accuracy.

5. Dispute Resolution

- Investigate billing disputes and collaborate with customer service, sales, and operations to resolve issues.
- Prepare credit notes or adjustments when required.
- Track dispute trends and recommend process improvements.

6. Reporting & Analysis

- Prepare billing performance reports, including cycle time, accuracy, and unbilled revenue.
- Support month-end closing activities, including revenue cut-off and reconciliation of billed vs. unbilled shipments.
- Provide insights to management on billing trends and improvement opportunities.

7. Systems & Process Improvement

- Use ERP, TMS, WMS, and BI tools to extract and analyse billing data.
- Support automation initiatives such as rating engines, digital invoicing, and workflow enhancements.
- Improve billing templates, processes, and documentation standards.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Billing Accuracy	Error rate, credit note volume
Timeliness	Invoice cycle time, on-time billing rate
Revenue Assurance	Reduction in unbilled shipments, accuracy of accessorial charges
Customer Satisfaction	Dispute resolution time, compliance with billing formats
Process Efficiency	Automation improvements, reduction in manual billing steps

Skills & Competencies

Technical Competencies

- Strong understanding of freight billing processes and logistics cost structures.



- Proficiency in ERP systems and TMS/WMS platforms.
- Knowledge of freight tariffs, surcharges, Incoterms, and customs-related billing.
- Solid Excel skills and familiarity with EDI/e-invoicing tools.

Behavioural Competencies

- High attention to detail and accuracy.
- Strong analytical and problem-solving skills.
- Effective communication with internal teams and customers.
- Ability to manage high transaction volumes and tight deadlines.
- Proactive, organized, and customer-focused.

Qualifications & Experience

- Diploma or bachelor's degree in accounting, Finance, Logistics, or related field.
- 2–4 years of experience in freight billing, invoicing, or logistics administration.
- Experience in transport, logistics, or freight forwarding is highly advantageous.
- Understanding of VAT rules and international freight documentation is beneficial.

Working Conditions

- Office-based role with frequent interaction with operations, customer service, and sales teams.
- Regular communication with customers regarding billing formats and requirements.
- Increased workload during month-end, peak shipping periods, and tender seasons.

Role Impact

The Freight Billing Analyst plays a vital role in ensuring accurate revenue capture and maintaining customer trust. By validating shipment data, resolving discrepancies, and supporting revenue assurance, this role directly contributes to financial performance, operational transparency, and long-term competitiveness in the transport and logistics sector.



12.20 — Freight Audit & Payment Specialist

Finance Department — Transport & Logistics Sector

Job Purpose

The Freight Audit & Payment Specialist is responsible for validating freight invoices, ensuring compliance with contracted rates, and processing accurate and timely payments to carriers and logistics service providers. In a sector where freight costs fluctuate and billing complexity is high, this role safeguards financial accuracy, prevents overpayments, and supports strong carrier relationships. The specialist plays a key role in cost control, audit compliance, and operational transparency across the transport and logistics network.

Key Responsibilities

1. Freight Invoice Audit

- Review and validate carrier invoices against contracted rates, tariffs, and service agreements.
- Verify shipment data (weight, dimensions, mileage, mode, accessorial) using TMS/WMS and operational records.
- Identify discrepancies such as incorrect rates, duplicate charges, or unauthorized accessorial.

2. Payment Processing

- Prepare approved invoices for payment in accordance with company policies and payment terms.
- Ensure timely and accurate payment to carriers, avoiding late fees and service disruptions.
- Reconcile payment batches and resolve exceptions.

3. Discrepancy Resolution

- Investigate billing discrepancies and collaborate with carriers, procurement, and operations to resolve issues.
- Document disputes and track resolution progress.
- Recommend corrective actions to prevent recurring errors.

4. Contract & Rate Compliance

- Ensure carrier billing aligns with contracted rates, fuel surcharges, and accessorial schedules.
- Maintain up-to-date rate tables and carrier profiles in financial and transport systems.



- Support procurement in validating rate changes and contract renewals.

5. Cost Control & Savings Identification

- Identify overcharges, incorrect billing patterns, and cost-saving opportunities.
- Support cost-to-serve analysis and freight cost optimization initiatives.
- Provide insights on carrier performance and cost trends.

6. Reporting & Analysis

- Prepare freight audit reports, payment summaries, and exception dashboards.
- Track KPIs such as audit accuracy, dispute volume, and payment timeliness.
- Support month-end closing activities, including accruals and freight cost reconciliation.

7. Systems & Process Improvement

- Use ERP, TMS, WMS, and BI tools to extract and analyze freight cost data.
- Support automation initiatives such as electronic invoicing, audit workflows, and rate-validation engines.
- Improve audit templates, documentation standards, and process efficiency.

8. Carrier Relationship Support

- Maintain professional communication with carriers regarding invoice status, disputes, and payment schedules.
- Support carrier onboarding by validating rate structures and billing requirements.
- Contribute to performance reviews with procurement and operations.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Audit Accuracy	Error detection rate, overcharge recovery
Payment Timeliness	On-time payment rate, exception resolution time
Cost Control	Savings identified through audit, reduction in billing discrepancies
Compliance	Adherence to contract rates, audit policy compliance
Process Efficiency	Automation improvements, reduction in manual audit steps



Skills & Competencies

Technical Competencies

- Strong understanding of freight billing, tariffs, and carrier rate structures.
- Proficiency in ERP systems, TMS/WMS platforms, and BI tools.
- Knowledge of accessorial charges, fuel surcharges, and freight cost components.
- Solid Excel skills and experience with electronic invoicing workflows.

Behavioural Competencies

- High attention to detail and accuracy.
- Strong analytical and problem-solving skills.
- Effective communication with carriers and internal teams.
- Organized, proactive, and able to manage high transaction volumes.
- Customer-focused mindset with strong follow-through.

Qualifications & Experience

- Diploma or bachelor's degree in finance, Accounting, Logistics, or related field.
- 2–4 years of experience in freight audit, billing, accounts payable, or logistics finance.
- Experience in transport, logistics, or freight forwarding is highly advantageous.
- Familiarity with carrier contracts, rate tables, and freight documentation is beneficial.

Working Conditions

- Office-based role with regular interaction with carriers, procurement, operations, and finance teams.
- Increased workload during month-end, quarter-end, and peak shipping seasons.
- Occasional travel to depots or carrier meetings may be required.

Role Impact

The Freight Audit & Payment Specialist plays a crucial role in protecting the company's financial integrity by ensuring accurate freight costs, preventing overpayments, and supporting strong carrier relationships. This role directly contributes to cost control, operational transparency, and improved profitability in the transport and logistics sector.



12.21 — Transport Cost Controller

Finance Department — Transport & Logistics Sector

Job Purpose

The Transport Cost Controller is responsible for monitoring, analyzing, and controlling transport-related costs across the logistics network. This role ensures cost transparency, supports operational decision-making, and drives financial discipline in areas such as fleet operations, subcontracting, fuel consumption, tolls, maintenance, and route efficiency. In a sector where cost volatility is high and margins are tight, the Transport Cost Controller plays a critical role in safeguarding profitability and supporting continuous improvement.

Key Responsibilities

1. Transport Cost Monitoring

- Track and analyse transport cost components including fuel, tolls, subcontractor charges, maintenance, tires, and driver-related expenses.
- Monitor cost trends by fleet type, route, lane, region, and customer.
- Identify cost deviations and investigate root causes.

2. Budgeting & Forecasting Support

- Support the development of transport cost budgets and forecasts.
- Validate assumptions related to fleet utilization, mileage, fuel prices, and subcontractor rates.
- Provide variance analysis comparing actual costs to budget and forecast.

3. Subcontractor Cost Control

- Review subcontractor invoices and validate charges against agreed tariffs.
- Monitor subcontractor performance and cost efficiency.
- Support procurement in rate negotiations and contract reviews.

4. Fuel & Fleet Cost Management

- Analyse fuel consumption patterns and identify inefficiencies or anomalies.
- Monitor fleet maintenance costs and support initiatives to reduce downtime and repair expenses.
- Collaborate with fleet management to optimize asset utilization and lifecycle costs.

5. Route & Network Cost Analysis



- Evaluate cost-per-kilometer, cost-per-trip, and cost-per-load across routes and lanes.
- Support route optimization initiatives to reduce empty mileage and improve load factor.
- Provide insights for network redesign, modal shifts, and fleet deployment decisions.

6. Reporting & Performance Dashboards

- Prepare transport cost reports, KPIs, and dashboards for management and operations.
- Track key metrics such as fuel efficiency, maintenance cost per vehicle, subcontractor spend, and cost-to-serve.
- Present findings and recommendations to finance and operational leadership.

7. Cost Control & Savings Initiatives

- Identify cost-saving opportunities across transport operations.
- Support cross-functional projects focused on efficiency, automation, and process improvement.
- Track and validate savings achieved through implemented initiatives.

8. Systems & Data Integrity

- Use ERP, TMS, telematics, and BI tools to extract and analyse transport cost data.
- Ensure accuracy of cost allocations and data inputs.
- Support digital transformation initiatives such as automated cost tracking and predictive analytics.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Control	Reduction in cost-per-km, fuel efficiency improvements
Accuracy	Quality of cost allocations, variance explanations
Reporting Quality	Timeliness and clarity of cost dashboards
Operational Impact	Contribution to route optimization and cost-saving initiatives
Process Efficiency	Automation improvements, reduction in manual data handling



Skills & Competencies

Technical Competencies

- Strong understanding of transport cost structures and fleet economics.
- Proficiency in ERP, TMS, telematics, and BI tools.
- Solid analytical and financial modelling skills.
- Knowledge of subcontractor tariffs, fuel management, and maintenance cost drivers.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with operations, procurement, and fleet management.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–6 years of experience in cost control, transport analytics, operational finance, or logistics.
- Experience in transport, logistics, freight forwarding, or fleet management is highly advantageous.
- Strong experience with BI tools and transport cost analysis.

Working Conditions

- Office-based role with regular interaction with fleet management, procurement, operations, and finance.
- Occasional travel to depots, hubs, or workshops to understand operational processes.
- Increased workload during budgeting cycles, month-end, and cost review periods.

Role Impact

The Transport Cost Controller plays a vital role in improving financial performance and operational efficiency. By ensuring cost transparency, identifying savings opportunities, and supporting data-driven decision-making, this role directly enhances profitability and strengthens competitiveness in the transport and logistics sector.



12.22 — Fuel Cost Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Fuel Cost Analyst is responsible for monitoring, analysing, and optimizing fuel-related costs across the transport and logistics network. Fuel is one of the largest and most volatile cost components in the industry, influenced by market prices, fleet efficiency, driver behaviour, and route design. This role ensures cost transparency, identifies savings opportunities, and supports operational and strategic decisions that improve fuel efficiency and overall profitability.

Key Responsibilities

1. Fuel Cost Monitoring & Analysis

- Track and analyse fuel consumption, fuel spend, and price trends across the fleet.
- Monitor fuel efficiency by vehicle type, route, driver, and region.
- Identify anomalies such as excessive consumption, fuel card misuse, or inaccurate data.

2. Fuel Price & Market Intelligence

- Monitor fuel market trends, price indices, and supplier rate changes.
- Provide insights on fuel price fluctuations and their financial impact.
- Support procurement in evaluating fuel contracts and supplier performance.

3. Fuel Efficiency & Optimization

- Analyse telematics data to assess driver behaviour, idling, speeding, and route efficiency.
- Identify opportunities to reduce fuel consumption through operational improvements.
- Support initiatives such as eco-driving programs, fleet modernization, and route optimization.

4. Fuel Card & Supplier Management

- Validate fuel card transactions and ensure compliance with policies.
- Investigate discrepancies such as unauthorized purchases or incorrect billing.
- Support the administration of fuel cards, limits, and driver assignments.

5. Reporting & Performance Dashboards

- Develop fuel cost dashboards and KPIs for management and operational teams.



- Track metrics such as fuel consumption per kilometer, cost per liter, and efficiency trends.
- Prepare monthly fuel performance reports with insights and recommendations.

6. Budgeting & Forecasting Support

- Provide fuel cost assumptions for budgeting and forecasting cycles.
- Model the financial impact of fuel price changes, consumption trends, and operational adjustments.
- Support variance analysis comparing actual fuel costs to budget and forecast.

7. Cross-Functional Collaboration

- Work closely with fleet management, operations, procurement, and finance teams.
- Support fleet managers in identifying maintenance issues affecting fuel efficiency.
- Collaborate with route planners to evaluate cost-effective routing options.

8. Systems & Data Integrity

- Use ERP, TMS, telematics, and BI tools to extract and analyze fuel data.
- Ensure accuracy of fuel consumption data, fuel card transactions, and cost allocations.
- Support digital initiatives such as automated fuel reporting and predictive analytics.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Fuel Efficiency	Consumption per km, reduction in idling time
Cost Control	Variance to budget, savings from optimization initiatives
Data Accuracy	Accuracy of fuel card transactions and telematics data
Reporting Quality	Timeliness and clarity of fuel dashboards
Operational Impact	Contribution to fleet efficiency and cost-saving projects

Skills & Competencies

Technical Competencies

- Strong analytical and data-interpretation skills.
- Proficiency in ERP, TMS, telematics platforms, and BI tools.



- Understanding of fuel markets, fleet operations, and transport cost structures.
- Experience with data modelling, forecasting, and performance analysis.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–5 years of experience in cost analysis, transport analytics, or operational finance.
- Experience in transport, logistics, or fleet management is highly advantageous.
- Strong experience with BI tools and telematics data analysis.

Working Conditions

- Office-based role with regular interaction with fleet management, procurement, operations, and finance.
- Occasional travel to depots, workshops, or regional offices to understand operational realities.
- Increased workload during budgeting cycles, month-end, and cost review periods.

Role Impact

The Fuel Cost Analyst plays a critical role in controlling one of the largest cost drivers in transport and logistics. By providing deep insights into fuel consumption, identifying savings opportunities, and supporting data-driven decision-making, this role directly enhances profitability, operational efficiency, and environmental performance.



12.23 — Fleet Cost Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Fleet Cost Analyst is responsible for monitoring, analysing, and optimizing all cost components associated with fleet operations, including maintenance, repairs, tires, depreciation, leasing, insurance, and fuel. In a transport and logistics environment where fleet assets represent a major investment and operational cost driver, this role ensures cost transparency, supports data-driven decision-making, and contributes to improved fleet efficiency and profitability.

Key Responsibilities

1. Fleet Cost Monitoring & Analysis

- Track and analyse fleet-related costs across owned and subcontracted vehicles.
- Monitor cost trends by vehicle type, age, region, and operational profile.
- Identify cost anomalies, inefficiencies, and opportunities for improvement.

2. Maintenance & Repair Cost Control

- Analyse maintenance and repair expenses, including workshop labor, spare parts, and external service providers.
- Monitor vehicle downtime and maintenance frequency to identify patterns.
- Support initiatives to reduce repair costs and improve preventive maintenance planning.

3. Tire Cost Management

- Track tire usage, replacement cycles, and cost per kilometer.
- Analyse tire performance by brand, vehicle type, and operating conditions.
- Support procurement in evaluating tire suppliers and optimizing tire strategies.

4. Depreciation, Leasing & Asset Lifecycle Analysis

- Monitor depreciation costs and evaluate the financial impact of fleet age and utilization.
- Analyse leasing costs and compare lease vs. buy scenarios.
- Support fleet renewal planning by providing cost-benefit insights.

5. Fuel & Efficiency Support

- Collaborate with the Fuel Cost Analyst to understand fuel consumption patterns.



- Evaluate the impact of vehicle condition, load factor, and route design on fuel efficiency.
- Support eco-driving and fleet optimization initiatives.

6. Insurance & Compliance Cost Tracking

- Monitor insurance premiums, claims, and accident-related costs.
- Analyse trends in claims frequency and severity.
- Support risk management initiatives to reduce insurance-related expenses.

7. Reporting & Performance Dashboards

- Develop fleet cost dashboards and KPIs for management and operational teams.
- Track metrics such as cost per kilometer, maintenance cost per vehicle, tire cost per kilometer, and total cost of ownership (TCO).
- Prepare monthly fleet performance reports with insights and recommendations.

8. Budgeting & Forecasting Support

- Provide fleet cost assumptions for budgeting and forecasting cycles.
- Model the financial impact of fleet renewal, maintenance strategies, and operational changes.
- Support variance analysis comparing actual fleet costs to budget and forecast.

9. Cross-Functional Collaboration

- Work closely with fleet management, procurement, operations, and finance teams.
- Support procurement in supplier evaluations and contract negotiations.
- Participate in fleet optimization and cost-reduction projects.

10. Systems & Data Integrity

- Use ERP, TMS, telematics, and workshop management systems to extract and analyses fleet data.
- Ensure accuracy of cost allocations and fleet-related data inputs.
- Support digital initiatives such as predictive maintenance and automated cost tracking.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
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Fleet Cost Efficiency	Cost per km, maintenance cost per vehicle, tire cost per km
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KPI Category	Example Indicators
Data Accuracy	Quality of fleet cost allocations and reporting
Operational Impact	Contribution to fleet optimization and cost-saving initiatives
Reporting Quality	Timeliness and clarity of fleet cost dashboards
Process Efficiency	Automation improvements, reduction in manual data handling

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, telematics, and workshop management systems.
- Understanding of fleet operations, maintenance processes, and cost structures.
- Experience with BI tools and data visualization platforms.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Mechanical Engineering, or related field.
- 3–6 years of experience in fleet cost analysis, transport analytics, operational finance, or logistics.
- Experience in transport, logistics, fleet management, or workshop operations is highly advantageous.
- Strong experience with BI tools and telematics data analysis.

Working Conditions

- Office-based role with regular interaction with fleet management, procurement, operations, and finance.
- Occasional visits to workshops, depots, or regional fleet sites to understand operational realities.



- Increased workload during budgeting cycles, month-end, and cost review periods.

Role Impact

The Fleet Cost Analyst plays a crucial role in controlling one of the most significant cost areas in transport and logistics. By providing deep insights into fleet performance, identifying cost-saving opportunities, and supporting data-driven decision-making, this role directly enhances profitability, operational efficiency, and long-term asset management.



12.24 — Route Profitability Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Route Profitability Analyst is responsible for evaluating the financial performance of transport routes, lanes, and corridors across the logistics network. This role provides detailed insights into revenue, cost drivers, and contribution margins to support pricing decisions, network optimization, and operational planning. In a sector where margins are tight and operational variables shift constantly, the Route Profitability Analyst ensures that management has accurate, actionable intelligence to improve route efficiency and maximize profitability.

Key Responsibilities

1. Route-Level Profitability Analysis

- Analyse profitability by route, lane, corridor, and region.
- Evaluate revenue, direct costs, and contribution margins for each route.
- Identify underperforming routes and recommend corrective actions.

2. Cost Structure Evaluation

- Assess key cost drivers such as fuel, tolls, subcontractor rates, fleet utilization, and handling charges.
- Validate cost allocations with operations, fleet management, and finance.
- Monitor cost fluctuations and their impact on route profitability.

3. Revenue & Pricing Support

- Provide financial input for pricing decisions, tenders, and customer proposals.
- Analyse rate structures and evaluate the financial viability of new or adjusted routes.
- Support commercial teams with margin analysis and competitive benchmarking.

4. Network & Route Optimization

- Evaluate route performance to support decisions on network design, fleet deployment, and subcontracting strategies.
- Identify opportunities to consolidate loads, improve backhauls, or adjust service frequencies.
- Collaborate with operations to reduce empty mileage and improve load factor.

5. Reporting & Dashboards

- Develop and maintain route profitability dashboards and performance reports.



- Track KPIs such as cost per kilometer, revenue per trip, load factor, and contribution margin.
- Present insights and recommendations to finance, operations, and commercial leadership.

6. Forecasting & Scenario Modelling

- Support forecasting of route-level performance based on volume trends, cost changes, and operational plans.
- Conduct scenario modelling to assess the impact of fuel price changes, rate adjustments, or network redesigns.
- Provide insights for budgeting and long-range planning.

7. Cross-Functional Collaboration

- Work closely with transport planners, dispatch teams, fleet managers, and commercial teams.
- Participate in performance reviews and operational improvement initiatives.
- Support strategic projects such as modal shifts, fleet renewal, or new lane development.

8. Systems & Data Integrity

- Use ERP, TMS, WMS, telematics, and BI tools to extract and analyses route-level data.
- Ensure accuracy of cost allocations, route data, and performance metrics.
- Support digital initiatives such as real-time profitability tracking and predictive analytics.

Key Performance Indicators (KPIs)

KPI Category

Example Indicators

Profitability Insight Accuracy of route-level margin analysis

Operational Impact Contribution to route optimization and cost savings

Reporting Quality Timeliness and clarity of profitability dashboards

Pricing Support Quality of financial input for tenders and proposals

Process Efficiency Automation improvements, reduction in manual analysis

Skills & Competencies

Technical Competencies



- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, telematics platforms, and BI tools.
- Deep understanding of transport cost structures and operational KPIs.
- Experience with route costing, lane analysis, and contribution margin modelling.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with operational and commercial teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–6 years of experience in profitability analysis, transport analytics, FP&A, or operational finance.
- Experience in transport, logistics, freight forwarding, or supply chain is highly advantageous.
- Strong experience with BI tools and route-level data analysis.

Working Conditions

- Office-based role with regular interaction with operations, fleet management, and commercial teams.
- Occasional travel to depots, hubs, or regional offices to understand operational realities.
- Increased workload during budgeting cycles, tender seasons, and strategic planning periods.

Role Impact

The Route Profitability Analyst plays a critical role in improving financial performance and operational efficiency. By providing deep route-level insights and supporting data-driven decision-making, this role directly enhances profitability, competitiveness, and network optimization in the transport and logistics sector.



12.25 — Network Costing Specialist

Finance Department — Transport & Logistics Sector

Job Purpose

The Network Costing Specialist is responsible for developing, analysing, and maintaining cost models that support the design, optimization, and financial evaluation of the transport and logistics network. This includes costing for multimodal flows, hubs, routes, corridors, and end-to-end supply chain configurations. In a sector where network decisions directly influence service levels, profitability, and competitiveness, the Network Costing Specialist ensures that cost structures are accurate, transparent, and aligned with operational realities.

Key Responsibilities

1. Network Cost Modelling

- Develop and maintain cost models for transport lanes, hubs, terminals, and multimodal flows.
- Calculate end-to-end cost-to-serve across different network configurations.
- Evaluate cost impacts of network changes such as new hubs, route redesigns, or modal shifts.

2. Cost Structure Analysis

- Analyse key cost drivers including linehaul, handling, cross-dock operations, warehousing, subcontracting, and last-mile delivery.
- Validate cost inputs with operations, procurement, and finance.
- Monitor cost trends and assess their impact on network performance.

3. Network Optimization Support

- Provide cost insights for network design initiatives such as hub consolidation, route optimization, and fleet deployment strategies.
- Support scenario modelling to evaluate alternative network configurations.
- Identify opportunities to reduce empty mileage, improve load factor, and streamline flows.

4. Pricing & Commercial Support

- Provide cost inputs for tenders, RFQs, and customer proposals requiring network-level costing.
- Support commercial teams with margin analysis for complex, multi-leg transport solutions.
- Evaluate the financial viability of new services, corridors, or network expansions.



5. Performance Reporting

- Develop dashboards and reports that track network cost performance and efficiency.
- Monitor KPIs such as cost per kilometer, cost per hub move, cost per shipment, and network utilization.
- Present insights and recommendations to finance, operations, and commercial leadership.

6. Forecasting & Scenario Analysis

- Support forecasting of network costs based on volume changes, fuel trends, and operational plans.
- Conduct scenario modelling to assess the impact of cost fluctuations or network redesigns.
- Provide input into budgeting and long-range planning.

7. Cross-Functional Collaboration

- Work closely with network planning, operations, procurement, fleet management, and commercial teams.
- Participate in cross-functional projects such as hub redesign, modal shift initiatives, or new corridor development.
- Support procurement in evaluating supplier proposals and rate structures.

8. Systems & Data Integrity

- Use ERP, TMS, WMS, telematics, and BI tools to extract and analyze network-level data.
- Ensure accuracy of cost allocations, route data, and operational metrics.
- Support digital initiatives such as automated costing engines and predictive network analytics.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Accuracy	Accuracy of network cost models and allocations
Operational Impact	Contribution to network optimization and cost savings
Reporting Quality	Timeliness and clarity of network costing dashboards
Commercial Support	Quality of cost inputs for tenders and proposals



KPI Category	Example Indicators
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Process Efficiency	Automation improvements, reduction in manual costing
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Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, WMS, telematics, and BI tools.
- Deep understanding of transport and logistics network structures.
- Experience with cost-to-serve modelling, route costing, and multimodal analysis.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with operational and commercial teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Industrial Engineering, or related field.
- 4–7 years of experience in network costing, transport analytics, operational finance, or logistics.
- Experience in transport, logistics, freight forwarding, or supply chain network design is highly advantageous.
- Strong experience with BI tools and network modelling platforms.

Working Conditions

- Office-based role with regular interaction with network planning, operations, procurement, and finance.
- Occasional travel to hubs, depots, or regional offices to understand operational realities.
- Increased workload during budgeting cycles, tender seasons, and network redesign initiatives.

Role Impact

The Network Costing Specialist plays a critical role in shaping the financial and operational performance of the logistics network. By providing accurate cost models,



supporting network optimization, and enabling data-driven decision-making, this role directly enhances profitability, service quality, and long-term competitiveness.



12.26 — Warehouse Cost Controller

Finance Department — Transport & Logistics Sector

Job Purpose

The Warehouse Cost Controller is responsible for monitoring, analysing, and controlling all cost components associated with warehouse operations, including labour, equipment, storage, handling, utilities, and third-party services. In a sector where warehouse efficiency directly impacts service levels, profitability, and customer satisfaction, this role ensures cost transparency, supports operational decision-making, and drives continuous improvement across the warehouse network.

Key Responsibilities

1. Warehouse Cost Monitoring & Analysis

- Track and analyse warehouse-related costs across sites, regions, and customer accounts.
- Monitor cost trends by activity type (picking, packing, loading, storage, cross-docking).
- Identify cost deviations and investigate root causes.

2. Labor Cost Control

- Analyse labour productivity, overtime, shift patterns, and staffing levels.
- Evaluate cost per unit handled, cost per pallet, and cost per order.
- Support initiatives to optimize workforce planning and reduce labour inefficiencies.

3. Equipment & Asset Cost Management

- Monitor costs related to MHE (forklifts, pallet jacks), automation systems, and warehouse technology.
- Track maintenance, leasing, depreciation, and repair expenses.
- Support decisions on equipment renewal, leasing vs. buying, and utilization optimization.

4. Storage & Space Utilization Analysis

- Evaluate storage costs, occupancy rates, and space utilization efficiency.
- Support warehouse layout optimization and slotting strategies.
- Analyse cost impacts of inventory levels, slow-moving stock, and customer-specific storage requirements.

5. Third-Party & Vendor Cost Control



- Review invoices from external service providers (security, cleaning, temporary labour, maintenance).
- Validate charges against contracts and service-level agreements.
- Support procurement in vendor evaluations and contract negotiations.

6. Reporting & Performance Dashboards

- Develop warehouse cost dashboards and KPIs for management and operational teams.
- Track metrics such as cost per unit handled, labor productivity, equipment cost per hour, and storage cost per pallet.
- Prepare monthly warehouse performance reports with insights and recommendations.

7. Budgeting & Forecasting Support

- Provide warehouse cost assumptions for budgeting and forecasting cycles.
- Model the financial impact of operational changes, volume fluctuations, and productivity initiatives.
- Support variance analysis comparing actual warehouse costs to budget and forecast.

8. Process Improvement & Cost Optimization

- Identify opportunities to reduce warehouse costs through process redesign, automation, and efficiency improvements.
- Support Lean, Six Sigma, and continuous improvement initiatives.
- Track and validate savings achieved through implemented projects.

9. Cross-Functional Collaboration

- Work closely with warehouse managers, operations, procurement, HR, and finance teams.
- Participate in warehouse performance reviews and operational improvement projects.
- Support commercial teams with cost-to-serve analysis for customer contracts.

10. Systems & Data Integrity

- Use ERP, WMS, labour management systems, and BI tools to extract and analyse warehouse data.
- Ensure accuracy of cost allocations, productivity metrics, and operational data.
- Support digital initiatives such as automated reporting and predictive analytics.



Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Efficiency	Cost per unit handled, cost per pallet, labour cost per hour
Productivity	Units per labour hour, equipment utilization
Data Accuracy	Quality of cost allocations and operational metrics
Reporting Quality	Timeliness and clarity of warehouse cost dashboards
Process Improvement	Savings from efficiency initiatives, reduction in overtime

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, WMS, labour management systems, and BI tools.
- Understanding of warehouse operations, productivity metrics, and cost structures.
- Experience with cost-to-serve analysis and operational costing.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Industrial Engineering, or related field.
- 3–6 years of experience in warehouse cost control, operational finance, logistics analytics, or supply chain.
- Experience in warehouse operations, distribution centers, or logistics environments is highly advantageous.
- Strong experience with BI tools and warehouse productivity analysis.

Working Conditions



- Office-based role with regular interaction with warehouse managers, operations, procurement, and finance.
- Frequent visits to warehouses to understand operational processes and validate data.
- Increased workload during budgeting cycles, month-end, and cost review periods.

Role Impact

The Warehouse Cost Controller plays a critical role in improving financial performance and operational efficiency across the warehouse network. By ensuring cost transparency, identifying savings opportunities, and supporting data-driven decision-making, this role directly enhances profitability, service quality, and long-term competitiveness in the transport and logistics sector.



12.27 — Logistics Financial Analyst

Finance Department — Transport & Logistics Sector

Job Purpose

The Logistics Financial Analyst provides financial insight, analytical support, and performance reporting across the logistics network, including transport, warehousing, distribution, and value-added services. This role ensures financial transparency, supports operational decision-making, and contributes to profitability improvement initiatives. In a sector where operational complexity, cost volatility, and customer expectations are high, the Logistics Financial Analyst plays a key role in linking financial performance with operational drivers.

Key Responsibilities

1. Financial Analysis & Performance Reporting

- Analyse financial performance across logistics operations, including cost, revenue, and margin trends.
- Prepare monthly performance reports, dashboards, and variance analyses.
- Identify key drivers of financial results and provide actionable insights to management.

2. Cost-to-Serve & Profitability Analysis

- Conduct cost-to-serve analysis by customer, product, service line, or logistics activity.
- Evaluate profitability of warehousing, transport, and value-added services.
- Support pricing, contract renewals, and commercial negotiations with financial insights.

3. Budgeting & Forecasting Support

- Support the development of budgets and forecasts for logistics operations.
- Validate assumptions related to volumes, productivity, cost drivers, and operational plans.
- Provide variance analysis comparing actual results to budget and forecast.

4. Operational & Financial Modelling

- Build financial models to evaluate logistics scenarios such as network changes, warehouse expansions, or new service offerings.
- Support business cases for capital investments, automation projects, and process improvements.



- Model the financial impact of operational changes, customer onboarding, or contract modifications.

5. Logistics Cost Control

- Monitor logistics cost components including labor, equipment, fuel, subcontracting, storage, and handling.
- Identify cost inefficiencies and support initiatives to improve productivity and reduce waste.
- Collaborate with operations to validate cost allocations and improve cost visibility.

6. Cross-Functional Collaboration

- Work closely with operations, warehouse managers, transport planners, procurement, and commercial teams.
- Participate in logistics performance reviews and continuous improvement initiatives.
- Provide financial insights to support operational planning and decision-making.

7. Systems, Data & Reporting Enhancement

- Use ERP, TMS, WMS, and BI tools to extract, analyze, and visualize logistics data.
- Improve reporting automation, data accuracy, and analytical frameworks.
- Support digital transformation initiatives such as predictive analytics and integrated planning tools.

8. Compliance & Internal Controls

- Ensure adherence to financial policies, cost allocation rules, and audit requirements.
- Support internal and external audits related to logistics operations.
- Maintain documentation of financial processes and analytical methodologies.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Financial Insight	Quality and impact of analysis and recommendations
Reporting Quality	Timeliness, accuracy, and clarity of financial reports
Cost Efficiency	Improvements in logistics cost-to-serve and productivity
Forecast Accuracy	Variance between forecast and actual results



KPI Category Example Indicators

Operational Impact Contribution to cost savings and performance improvement

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, WMS, and BI tools (Power BI, Tableau).
- Understanding of logistics operations, cost structures, and KPIs.
- Experience with cost-to-serve analysis, budgeting, and forecasting.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

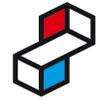
- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–6 years of experience in logistics finance, operational finance, FP&A, or supply chain analytics.
- Experience in transport, warehousing, distribution, or logistics environments is highly advantageous.
- Strong experience with BI tools and operational data analysis.

Working Conditions

- Office-based role with regular interaction with operations, warehouse teams, transport planners, procurement, and finance.
- Occasional visits to warehouses, depots, or distribution centers to understand operational processes.
- Increased workload during budgeting cycles, month-end, and performance review periods.

Role Impact

The Logistics Financial Analyst plays a vital role in connecting financial performance with operational execution. By providing robust analysis, supporting cost control, and



enabling data-driven decision-making, this role directly enhances profitability, operational efficiency, and customer value in the transport and logistics sector.



12.28 — Supply Chain Finance Analyst

Finance Department — Transport, Logistics & Supply Chain Sector

Job Purpose

The Supply Chain Finance Analyst provides financial insight, analytical support, and performance reporting across the end-to-end supply chain, including procurement, transport, warehousing, inventory, and distribution. This role ensures financial transparency, supports strategic and operational decision-making, and drives cost efficiency across the supply chain. In a sector where volatility, complexity, and customer expectations are high, the Supply Chain Finance Analyst plays a critical role in linking financial outcomes with supply chain performance.

Key Responsibilities

1. Supply Chain Financial Analysis

- Analyse financial performance across supply chain functions, including cost, productivity, and margin trends.
- Conduct variance analysis and identify key drivers of financial results.
- Provide actionable insights to supply chain, procurement, and finance leadership.

2. Cost-to-Serve & End-to-End Profitability

- Perform cost-to-serve analysis across transport, warehousing, inventory, and last-mile delivery.
- Evaluate profitability by customer, product, channel, or supply chain configuration.
- Support commercial teams with financial insights for pricing, contract renewals, and service design.

3. Budgeting & Forecasting Support

- Support budgeting and forecasting cycles for supply chain functions.
- Validate assumptions related to volumes, productivity, cost drivers, and operational plans.
- Provide variance analysis comparing actual results to budget and forecast.

4. Inventory & Working Capital Analysis

- Analyse inventory levels, turnover, carrying costs, and obsolescence.
- Support initiatives to optimize working capital and reduce excess or slow-moving stock.
- Collaborate with supply chain planning teams to improve forecasting accuracy.



5. Procurement & Supplier Cost Analysis

- Analyse suppliers spend, contract performance, and cost trends.
- Support procurement in evaluating supplier proposals and cost-saving opportunities.
- Track savings initiatives and validate financial impact.

6. Operational & Financial Modelling

- Build financial models to evaluate supply chain scenarios such as network redesign, sourcing changes, or automation investments.
- Support business cases for capital projects, process improvements, and strategic initiatives.
- Model the financial impact of operational changes, customer onboarding, or service modifications.

7. Reporting & Performance Dashboards

- Develop supply chain dashboards and KPIs for management and operational teams.
- Track metrics such as cost per unit, inventory days, supplier performance, and logistics cost-to-serve.
- Present insights and recommendations to cross-functional leadership.

8. Cross-Functional Collaboration

- Work closely with supply chain planning, procurement, operations, logistics, and commercial teams.
- Participate in supply chain performance reviews and continuous improvement initiatives.
- Provide financial insights to support operational planning and decision-making.

9. Systems, Data & Process Improvement

- Use ERP, TMS, WMS, procurement systems, and BI tools to extract and analyze supply chain data.
- Improve reporting automation, data accuracy, and analytical frameworks.
- Support digital transformation initiatives such as predictive analytics and integrated planning tools.

Key Performance Indicators (KPIs)



KPI Category	Example Indicators
Financial Insight	Quality and impact of analysis and recommendations
Cost Efficiency	Improvements in supply chain cost-to-serve and productivity
Working Capital	Inventory turnover, reduction in excess stock
Forecast Accuracy	Variance between forecast and actual results
Reporting Quality	Timeliness, accuracy, and clarity of dashboards

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, WMS, procurement systems, and BI tools.
- Understanding of supply chain processes, cost structures, and KPIs.
- Experience with cost-to-serve analysis, budgeting, and forecasting.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with cross-functional teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Supply Chain, Business Analytics, Economics, or related field.
- 3–6 years of experience in supply chain finance, operational finance, FP&A, or supply chain analytics.
- Experience in transport, logistics, warehousing, procurement, or manufacturing is highly advantageous.
- Strong experience with BI tools and operational data analysis.

Working Conditions

- Office-based role with regular interaction with supply chain, procurement, operations, logistics, and finance teams.



- Occasional visits to warehouses, distribution centers, or supplier sites to understand operational processes.
- Increased workload during budgeting cycles, month-end, and performance review periods.

Role Impact

The Supply Chain Finance Analyst plays a vital role in connecting financial performance with supply chain execution. By providing robust analysis, supporting cost control, and enabling data-driven decision-making, this role directly enhances profitability, operational efficiency, and customer value across the end-to-end supply chain.



12.29 — Contract Logistics Costing Specialist

Finance Department — Contract Logistics & Warehousing

Job Purpose

The Contract Logistics Costing Specialist is responsible for developing, analysing, and maintaining cost models that support pricing, solution design, and financial evaluation of contract logistics operations. This includes warehousing, value-added services, distribution, and integrated supply chain solutions. In a sector where customer requirements vary widely and operational complexity is high, this role ensures that costing is accurate, competitive, and aligned with operational capabilities and financial targets.

Key Responsibilities

1. Cost Model Development

- Build and maintain detailed cost models for warehousing, distribution, and value-added services.
- Calculate cost-to-serve for existing and prospective customers.
- Ensure costing reflects operational realities, productivity assumptions, and contractual requirements.

2. Pricing & Commercial Support

- Provide cost inputs for RFQs, tenders, and customer proposals.
- Support commercial teams with margin analysis, rate setting, and scenario modelling.
- Evaluate the financial viability of new business opportunities and service expansions.

3. Operational Cost Analysis

- Analyse key cost drivers such as labour, equipment, storage, handling, packaging, and subcontracted services.
- Validate cost assumptions with warehouse managers, operations, and procurement.
- Monitor cost trends and assess their impact on pricing and profitability.

4. Solution Design Support

- Collaborate with solution design teams to evaluate operational layouts, resource requirements, and process flows.
- Provide financial insights for warehouse sizing, automation options, and staffing models.



- Support the development of optimized, cost-efficient logistics solutions.

5. Customer Contract Evaluation

- Analyse existing customer contracts to assess profitability and cost alignment.
- Identify cost leakage, inefficiencies, and opportunities for improvement.
- Support contract renewals with updated costing and margin analysis.

6. Reporting & Performance Dashboards

- Develop costing dashboards and reports for management and commercial teams.
- Track KPIs such as cost per unit handled, labour productivity, storage cost per pallet, and margin performance.
- Present insights and recommendations to finance, operations, and commercial leadership.

7. Forecasting & Scenario Modelling

- Support forecasting of contract logistics costs based on volume changes, productivity trends, and operational plans.
- Conduct scenario modelling to assess the impact of operational changes, automation, or customer requirements.
- Provide input into budgeting and long-range planning.

8. Cross-Functional Collaboration

- Work closely with warehouse operations, solution design, procurement, transport planning, and commercial teams.
- Participate in customer solution workshops and operational reviews.
- Support procurement in evaluating supplier proposals and cost structures.

9. Systems & Data Integrity

- Use ERP, WMS, labour management systems, and BI tools to extract and analyze operational data.
- Ensure accuracy of cost allocations, productivity metrics, and warehouse data inputs.
- Support digital initiatives such as automated costing engines and integrated pricing tools.

Key Performance Indicators (KPIs)



KPI Category	Example Indicators
Cost Accuracy	Accuracy of costing models and assumptions
Commercial Impact	Win rate of tenders supported, margin quality of new business
Operational Alignment	Costing consistency with operational capabilities
Reporting Quality	Timeliness and clarity of costing dashboards
Process Efficiency	Automation improvements, reduction in manual costing

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, WMS, labour management systems, and BI tools.
- Deep understanding of warehousing, distribution, and value-added service operations.
- Experience with cost-to-serve modelling and tender costing.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with operational and commercial teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Supply Chain, Business Analytics, Industrial Engineering, or related field.
- 4–7 years of experience in contract logistics costing, warehouse costing, operational finance, or solution design.
- Experience in warehousing, distribution, or contract logistics environments is highly advantageous.
- Strong experience with BI tools and operational data analysis.

Working Conditions

- Office-based role with regular interaction with warehouse operations, solution design, procurement, and commercial teams.



- Occasional visits to warehouses or customer sites to understand operational processes.
- Increased workload during tender seasons, budgeting cycles, and major customer onboarding projects.

Role Impact

The Contract Logistics Costing Specialist plays a critical role in ensuring competitive, accurate, and profitable pricing for contract logistics services. By providing robust costing models, supporting solution design, and enabling data-driven commercial decisions, this role directly enhances profitability, customer satisfaction, and long-term competitiveness.



12.30 — Tender Pricing Specialist (RFP/RFQ)

Finance Department — Transport, Logistics & Contract Logistics

Job Purpose

The Tender Pricing Specialist (RFP/RFQ) is responsible for developing accurate, competitive, and profitable pricing proposals for customer tenders across transport, warehousing, distribution, and integrated logistics services. This role ensures that pricing reflects operational capabilities, cost structures, market conditions, and commercial strategy. In a sector where tendering is highly competitive and customer requirements vary widely; the Tender Pricing Specialist plays a critical role in securing sustainable business growth.

Key Responsibilities

1. Tender Pricing Development

- Prepare detailed pricing proposals for RFPs, RFQs, and customer bids across transport and logistics services.
- Build cost-based pricing models that reflect operational assumptions, productivity levels, and contractual requirements.
- Ensure pricing aligns with internal margin targets and commercial strategy.

2. Cost Analysis & Validation

- Analyse key cost components such as labour, equipment, fuel, subcontracting, storage, handling, and overheads.
- Validate cost inputs with operations, procurement, fleet management, and warehouse teams.
- Ensure all pricing assumptions are realistic, defensible, and aligned with operational capabilities.

3. Scenario Modelling & Sensitivity Analysis

- Develop pricing scenarios based on volume changes, service levels, network configurations, and customer requirements.
- Model the financial impact of different pricing strategies, rate structures, and contract terms.
- Support commercial teams in identifying optimal pricing strategies.

4. Commercial & Sales Support

- Collaborate with sales, business development, and solution design teams during the tender process.
- Provide financial insights for customer negotiations and bid presentations.



- Support the preparation of pricing summaries, value propositions, and commercial narratives.

5. Market & Competitor Benchmarking

- Monitor market rates, industry pricing trends, and competitor benchmarks.
- Provide insights on pricing competitiveness and market positioning.
- Recommend pricing adjustments based on market intelligence.

6. Tender Governance & Compliance

- Ensure pricing proposals comply with internal approval processes and financial policies.
- Maintain documentation of pricing assumptions, methodologies, and approval records.
- Support internal audits related to tender pricing and costing.

7. Post-Tender Review & Continuous Improvement

- Conduct win/loss analysis to identify pricing strengths, gaps, and improvement opportunities.
- Track tender performance and margin realization for awarded contracts.
- Recommend enhancements to pricing tools, templates, and costing methodologies.

8. Systems & Data Management

- Use ERP, TMS, WMS, procurement systems, and BI tools to extract and analyze cost and operational data.
- Maintain pricing databases, rate libraries, and costing templates.
- Support digital initiatives such as automated pricing engines and integrated tendering platforms.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Pricing Accuracy	Alignment of pricing with actual cost-to-serve
Commercial Impact	Tender win rate, margin quality of awarded contracts
Timeliness	On-time submission of pricing for RFP/RFQ deadlines
Process Quality	Compliance with pricing governance and approval workflows



KPI Category	Example Indicators
Continuous Improvement	Enhancements to pricing tools, templates, and methodologies

Skills & Competencies

Technical Competencies

- Strong financial modelling and analytical skills.
- Proficiency in ERP, TMS, WMS, procurement systems, and BI tools.
- Deep understanding of transport, warehousing, and contract logistics cost structures.
- Experience with tender costing, rate card development, and cost-to-serve analysis.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and presentation skills.
- Ability to collaborate with commercial, operational, and finance teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple deadlines.

Qualifications & Experience

- Bachelor's degree in finance, Supply Chain, Business Analytics, Economics, or related field.
- 4–7 years of experience in tender pricing, commercial finance, logistics costing, or solution design.
- Experience in transport, logistics, freight forwarding, or contract logistics is highly advantageous.
- Strong experience with BI tools and tender costing models.

Working Conditions

- Office-based role with regular interaction with sales, solution design, operations, procurement, and finance.
- Occasional visits to warehouses, depots, or customer sites to validate operational assumptions.
- High workload during peak tender seasons and major customer bid cycles.

Role Impact



The Tender Pricing Specialist (RFP/RFQ) plays a pivotal role in securing profitable business and shaping the company's commercial success. By delivering accurate, competitive, and strategically aligned pricing proposals, this role directly contributes to revenue growth, margin improvement, and long-term customer partnerships.



12.31 — Tariff & Surcharge Analyst (Bunker, FSC, GRI)

Finance Department — Transport, Logistics & Freight Management

Job Purpose

The Tariff & Surcharge Analyst is responsible for developing, maintaining, and analysing tariff structures and surcharges including Bunker Adjustment Factors (BAF), Fuel Surcharge (FSC), General Rate Increases (GRI), and other market-driven fees—across all transport modes. This role ensures that surcharges accurately reflect cost drivers, market conditions, and contractual requirements. In a sector where fuel prices, capacity constraints, and regulatory changes fluctuate rapidly, the Tariff & Surcharge Analyst plays a critical role in protecting margins, ensuring pricing accuracy, and supporting commercial competitiveness.

Key Responsibilities

1. Tariff & Surcharge Development

- Develop and maintain surcharge formulas for BAF, FSC, GRI, PSS, congestion fees, and other market-based adjustments.
- Update tariff structures based on fuel indices, market conditions, and carrier announcements.
- Ensure surcharge methodologies are transparent, consistent, and aligned with internal policies.

2. Market Monitoring & Index Analysis

- Track fuel indices (e.g., MGO, Brent, WTI), carrier surcharge announcements, and industry benchmarks.
- Monitor market trends affecting surcharges, including capacity, congestion, regulatory changes, and geopolitical factors.
- Provide insights on expected surcharge movements and their financial impact.

3. Pricing & Commercial Support

- Provide surcharge inputs for tenders, RFQs, and customer pricing proposals.
- Support commercial teams in explaining surcharge mechanisms to customers.
- Evaluate the financial impact of surcharge changes on customer profitability.

4. Contract & Customer Alignment

- Ensure surcharge structures comply with customer contracts, service agreements, and rate cards.
- Maintain customer-specific surcharge profiles and update them as required.



- Support contract renewals with updated surcharge calculations and impact assessments.

5. Financial Impact Analysis

- Analyse the effect of surcharge changes on revenue, margin, and cost recovery.
- Conduct scenario modelling to assess the impact of fuel price fluctuations or carrier rate changes.
- Provide insights for budgeting, forecasting, and long-range planning.

6. Reporting & Dashboards

- Develop dashboards tracking surcharge trends, cost recovery, and market movements.
- Prepare monthly reports on surcharge performance and financial impact.
- Present insights and recommendations to finance, pricing, and commercial leadership.

7. Cross-Functional Collaboration

- Work closely with pricing, procurement, commercial, and operations teams.
- Collaborate with procurement to validate carrier surcharge structures and negotiate terms.
- Support operations in understanding surcharge implications on routing and mode selection.

8. Systems & Data Integrity

- Use ERP, TMS, procurement systems, and BI tools to extract and analyze surcharge data.
- Ensure accuracy of surcharge tables, customer profiles, and pricing engines.
- Support digital initiatives such as automated surcharge calculation tools.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Accuracy	Correct application of surcharges across customers and shipments
Cost Recovery	Percentage of fuel and market-driven costs recovered
Market Responsiveness	Timeliness of surcharge updates based on market changes
Reporting Quality	Clarity and timeliness of surcharge dashboards



KPI Category

Example Indicators

Commercial Support

Quality of surcharge inputs for tenders and customer negotiations

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, procurement systems, and BI tools.
- Understanding of fuel indices, carrier surcharge structures, and freight market dynamics.
- Experience with tariff management, surcharge formulas, and cost-to-serve analysis.

Behavioural Competencies

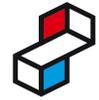
- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Ability to collaborate with commercial, procurement, and finance teams.
- Proactive, commercially minded, and solution-oriented.
- Strong organizational skills and ability to manage multiple deadlines.

Qualifications & Experience

- Bachelor's degree in finance, Supply Chain, Business Analytics, Economics, or related field.
- 3–6 years of experience in pricing, surcharge management, freight finance, or logistics analytics.
- Experience in transport, logistics, freight forwarding, or shipping is highly advantageous.
- Strong experience with BI tools and market index analysis.

Working Conditions

- Office-based role with regular interaction with pricing, procurement, commercial, and finance teams.
- Occasional interaction with carriers, suppliers, or customers regarding surcharge structures.
- Increased workload during tender seasons, fuel price volatility, and market disruptions.



Role Impact

The Tariff & Surcharge Analyst plays a vital role in ensuring accurate cost recovery, competitive pricing, and financial resilience. By managing surcharge structures, monitoring market indices, and supporting commercial decisions, this role directly enhances profitability, customer transparency, and competitive positioning in the transport and logistics sector.



12.32 — Commercial Finance Analyst

Finance Department — Transport, Logistics & Contract Logistics

Job Purpose

The Commercial Finance Analyst acts as a strategic partner to the commercial, pricing, and operations teams by providing financial insight, commercial analysis, and decision support across customer contracts, tenders, and business development initiatives. This role ensures that commercial decisions are grounded in robust financial analysis, accurate costing, and clear profitability assessments. In a sector where margins are tight and customer requirements vary widely; the Commercial Finance Analyst plays a critical role in driving profitable growth and strengthening commercial performance.

Key Responsibilities

1. Commercial Decision Support

- Provide financial analysis and insights to support pricing decisions, customer negotiations, and contract renewals.
- Evaluate the financial viability of new business opportunities, tenders, and service expansions.
- Support commercial teams with margin analysis, cost-to-serve insights, and profitability modelling.

2. Customer & Contract Profitability

- Analyze profitability by customer, service line, mode, and contract.
- Identify margin erosion, cost leakage, and underperforming accounts.
- Recommend corrective actions such as rate adjustments, cost optimization, or service redesign.

3. Tender & Proposal Support

- Collaborate with pricing, solution design, and sales teams during RFP/RFQ processes.
- Validate cost inputs, pricing assumptions, and margin expectations.
- Prepare financial summaries and commercial narratives for bid submissions.

4. Forecasting & Budgeting

- Support revenue, margin, and volume forecasting for commercial portfolios.
- Validate assumptions related to customer volumes, pricing changes, and operational performance.
- Provide variance analysis comparing actual results to budget and forecast.



5. Financial Modelling & Scenario Analysis

- Build financial models to evaluate commercial scenarios such as rate changes, contract modifications, or customer onboarding.
- Conduct sensitivity analysis to assess the impact of cost fluctuations, volume changes, or pricing strategies.
- Support long-range planning and commercial strategy development.

6. Reporting & Performance Dashboards

- Develop commercial performance dashboards for sales, operations, and finance leadership.
- Track KPIs such as revenue per shipment, margin per customer, win rate, and pricing accuracy.
- Present insights and recommendations to senior stakeholders.

7. Cross-Functional Collaboration

- Work closely with sales, pricing, operations, procurement, and finance teams.
- Participate in customer reviews, commercial meetings, and strategic planning sessions.
- Support operational teams in understanding commercial implications of service delivery.

8. Systems & Data Integrity

- Use ERP, TMS, WMS, CRM, and BI tools to extract and analyze commercial data.
- Ensure accuracy of pricing, cost allocations, and customer profitability data.
- Support digital initiatives such as automated pricing tools and commercial analytics platforms.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Commercial Insight	Quality and impact of financial recommendations
Profitability	Margin improvement across customers and contracts
Forecast Accuracy	Variance between forecast and actual commercial results
Tender Support	Win rate, margin quality of awarded contracts
Reporting Quality	Timeliness and clarity of commercial dashboards

Skills & Competencies



Technical Competencies

- Strong financial modelling and analytical skills.
- Proficiency in ERP, TMS, WMS, CRM, and BI tools.
- Understanding of transport, logistics, and contract logistics cost structures.
- Experience with pricing, cost-to-serve analysis, and commercial finance.

Behavioural Competencies

- Strong communication and stakeholder-management skills.
- Detail-oriented with excellent problem-solving abilities.
- Commercially minded, proactive, and solution-oriented.
- Ability to work cross-functionally and manage multiple priorities.
- Strong presentation skills with the ability to translate data into actionable insights.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–6 years of experience in commercial finance, pricing, FP&A, or logistics finance.
- Experience in transport, logistics, freight forwarding, or contract logistics is highly advantageous.
- Strong experience with BI tools and commercial data analysis.

Working Conditions

- Office-based role with regular interaction with sales, pricing, operations, procurement, and finance.
- Occasional visits to warehouses, depots, or customer sites to understand operational realities.
- Increased workload during tender seasons, budgeting cycles, and commercial review periods.

Role Impact

The Commercial Finance Analyst plays a pivotal role in driving profitable growth and strengthening commercial performance. By providing robust financial insights, supporting pricing decisions, and ensuring commercial discipline, this role directly enhances revenue quality, customer profitability, and long-term competitiveness in the transport and logistics sector.



12.33 — Pricing Manager (Air/Sea/Road)

Finance Department — Transport, Freight Forwarding & Logistics

Job Purpose

The Pricing Manager (Air/Sea/Road) is responsible for developing, managing, and optimizing pricing strategies across all transport modes. This role ensures that pricing is competitive, profitable, and aligned with market conditions, carrier rates, and customer requirements. In a sector where rate volatility, capacity constraints, and customer expectations shift rapidly, the Pricing Manager plays a critical role in safeguarding margins, supporting commercial growth, and enabling data-driven decision-making.

Key Responsibilities

1. Multimodal Pricing Strategy

- Develop and maintain pricing frameworks for air, sea, and road freight services.
- Ensure pricing reflects market conditions, carrier rates, operational costs, and commercial strategy.
- Balance competitiveness with profitability across all modes.

2. Rate Management & Tariff Development

- Maintain rate sheets, tariffs, and surcharge structures for all transport modes.
- Update pricing based on carrier contracts, fuel indices, GRI announcements, and market movements.
- Ensure accuracy and consistency of pricing across systems and customer proposals.

3. Tender & RFQ/RFP Support

- Lead pricing for complex tenders involving multimodal solutions.
- Validate cost inputs, operational assumptions, and margin expectations.
- Collaborate with sales, procurement, and operations to prepare competitive and profitable bids.

4. Market Intelligence & Benchmarking

- Monitor market rates, carrier capacity, trade lane dynamics, and competitor pricing.
- Analyse industry trends affecting air, sea, and road freight pricing.
- Provide insights to commercial teams on pricing opportunities and risks.

5. Carrier & Supplier Collaboration



- Work closely with procurement to negotiate rates with carriers, airlines, shipping lines, and road hauliers.
- Ensure pricing reflects the latest contracted rates and service agreements.
- Support carrier performance reviews with cost and pricing insights.

6. Customer Pricing & Profitability

- Evaluate customer-specific pricing requests and provide recommendations.
- Conduct margin analysis to ensure pricing meets profitability targets.
- Identify opportunities to improve customer profitability through rate adjustments or service redesign.

7. Reporting & Performance Dashboards

- Develop pricing dashboards tracking win rates, margin performance, and market competitiveness.
- Report on pricing trends, cost recovery, and rate changes.
- Present insights and recommendations to commercial and finance leadership.

8. Cross-Functional Collaboration

- Work closely with sales, operations, procurement, finance, and network planning teams.
- Participate in customer meetings to explain pricing structures and value propositions.
- Support solution design teams in developing cost-efficient multimodal solutions.

9. Systems & Data Integrity

- Use ERP, TMS, freight procurement platforms, and BI tools to manage pricing data.
- Ensure accuracy of rate tables, tariffs, and pricing engines.
- Support digital initiatives such as automated pricing tools and dynamic rate management.

Key Performance Indicators (KPIs)

KPI Category

Example Indicators

Pricing Accuracy

Alignment of pricing with actual cost-to-serve

Commercial Impact

Tender win rate, margin quality of awarded business

Market Responsiveness Speed and accuracy of pricing updates



KPI Category	Example Indicators
Profitability	Margin improvement across modes and customers
Reporting Quality	Timeliness and clarity of pricing dashboards

Skills & Competencies

Technical Competencies

- Strong understanding of air, sea, and road freight pricing structures.
- Proficiency in ERP, TMS, freight procurement systems, and BI tools.
- Strong analytical and financial modelling skills.
- Knowledge of carrier contracts, surcharges, and global trade lane dynamics.

Behavioral Competencies

- Strong communication and stakeholder-management skills.
- Detail-oriented with excellent problem-solving abilities.
- Commercially minded, proactive, and solution-oriented.
- Ability to work cross-functionally and manage multiple deadlines.
- Strong negotiation and presentation skills.

Qualifications & Experience

- Bachelor's degree in finance, Supply Chain, Business, Economics, or related field.
- 5–8 years of experience in pricing, freight forwarding, commercial finance, or logistics.
- Experience in air, sea, and road freight pricing is highly advantageous.
- Strong experience with BI tools and pricing analytics.

Working Conditions

- Office-based role with regular interaction with sales, procurement, operations, and finance.
- Occasional interaction with carriers, shipping lines, airlines, and road hauliers.
- Increased workload during tender seasons, market disruptions, and major customer negotiations.

Role Impact

The Pricing Manager (Air/Sea/Road) plays a pivotal role in ensuring competitive, profitable, and market-aligned pricing across all transport modes. By combining market



intelligence, financial insight, and operational understanding, this role directly contributes to revenue growth, margin protection, and long-term commercial success.



12.34 — Global Tender Manager

Finance & Commercial Department — Global Transport, Logistics & Supply Chain

Job Purpose

The Global Tender Manager leads and coordinates end-to-end tender processes for large, multi-country, and strategic customers across all logistics service lines, including air, sea, road, warehousing, and integrated supply chain solutions. This role ensures that global bids are competitive, compliant, and financially sound, while aligning with operational capabilities and commercial strategy. In a sector where global customers demand consistency, transparency, and innovation, the Global Tender Manager plays a pivotal role in securing profitable long-term partnerships.

Key Responsibilities

1. Global Tender Leadership

- Lead and manage the full lifecycle of global RFPs/RFQs, from receipt to submission.
- Coordinate cross-regional and cross-functional teams to ensure timely, accurate, and aligned tender responses.
- Serve as the central point of contact for global tenders, ensuring clarity, structure, and accountability.

2. Bid Strategy & Solution Alignment

- Define tender strategy in collaboration with commercial, operations, pricing, and executive leadership.
- Ensure proposed solutions align with customer requirements, operational feasibility, and financial targets.
- Facilitate solution design workshops to harmonize global service offerings.

3. Pricing & Financial Governance

- Oversee global pricing consolidation across regions and service lines.
- Validate cost inputs, margin expectations, and financial assumptions.
- Ensure pricing complies with internal approval processes and global governance standards.

4. Customer Requirements Management

- Analyze tender documents to identify scope, service expectations, KPIs, and contractual obligations.
- Ensure all customer requirements are addressed in the proposal.



- Coordinate clarifications and Q&A processes with customers and internal teams.

5. Proposal Development & Quality Assurance

- Develop high-quality tender submissions, including executive summaries, commercial narratives, and solution descriptions.
- Ensure consistency in messaging, branding, and value propositions across regions.
- Conduct quality reviews to ensure accuracy, compliance, and competitiveness.

6. Global Stakeholder Coordination

- Collaborate with regional tender teams, pricing managers, operations, procurement, legal, and finance.
- Facilitate alignment between global strategy and regional execution capabilities.
- Manage communication flows, deadlines, and deliverables across time zones.

7. Post-Tender Analysis & Handover

- Conduct win/loss analysis to identify strengths, gaps, and improvement opportunities.
- Lead handover to implementation teams for awarded contracts, ensuring clarity on scope, pricing, and commitments.
- Track performance of awarded global contracts to ensure margin realization.

8. Process Improvement & Best Practices

- Develop and maintain global tender templates, tools, and methodologies.
- Drive continuous improvement in tender processes, workflows, and collaboration models.
- Support digital transformation initiatives such as tender automation and global pricing platforms.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Commercial Impact	Global tender win rate, margin quality of awarded contracts
Process Excellence	On-time submission rate, compliance with governance
Quality	Accuracy and competitiveness of global proposals
Collaboration	Stakeholder satisfaction across regions and functions



KPI Category	Example Indicators
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Continuous Improvement	Enhancements to tender tools, templates, and processes
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Skills & Competencies

Technical Competencies

- Strong understanding of global logistics (air, sea, road, warehousing, supply chain solutions).
- Expertise in tender management, pricing, and commercial finance.
- Proficiency in ERP, TMS, WMS, CRM, and BI tools.
- Strong analytical, financial modelling, and project management skills.

Behavioural Competencies

- Exceptional communication and stakeholder-management abilities.
- Highly organized, structured, and detail-oriented.
- Strong leadership and facilitation skills across cultures and time zones.
- Commercially minded, proactive, and solution-oriented.
- Ability to manage high-pressure deadlines and complex global workflows.

Qualifications & Experience

- Bachelor's degree in business, Finance, Supply Chain, Logistics, or related field.
- 6–10 years of experience in tender management, pricing, commercial finance, or solution design.
- Experience managing global or multi-country tenders is highly advantageous.
- Strong understanding of international logistics markets and cost structures.

Working Conditions

- Global, cross-regional role with frequent interaction across time zones.
- Occasional travel to regional offices, customer sites, or global bid workshops.
- High workload during major global tender cycles and strategic bid periods.

Role Impact

The Global Tender Manager plays a decisive role in shaping the company's global commercial success. By orchestrating complex, multi-regional tenders and ensuring competitive, profitable, and customer-aligned proposals, this role directly contributes to revenue growth, global customer acquisition, and long-term strategic partnerships.



12.35 — Revenue Management Analyst (Logistics)

Finance Department — Transport, Logistics & Freight Management

Job Purpose

The Revenue Management Analyst is responsible for optimizing revenue performance across the logistics network by analysing pricing, demand patterns, capacity utilization, and customer profitability. This role ensures that revenue opportunities are maximized through data-driven decision-making, dynamic pricing strategies, and proactive yield management. In a sector where capacity, demand, and cost conditions fluctuate constantly, the Revenue Management Analyst plays a critical role in protecting margins, improving asset utilization, and supporting commercial growth.

Key Responsibilities

1. Revenue Optimization & Yield Management

- Analyse revenue performance across modes, lanes, routes, and customer segments.
- Identify opportunities to improve yield through pricing adjustments, capacity allocation, or service mix optimization.
- Recommend strategies to maximize revenue per shipment, per lane, or per asset.

2. Pricing & Demand Analysis

- Monitor demand patterns, seasonality, and market trends affecting pricing and revenue.
- Support dynamic pricing strategies based on capacity, demand, and competitive conditions.
- Collaborate with pricing teams to ensure rate structures reflect revenue optimization goals.

3. Capacity & Utilization Management

- Analyse fleet, warehouse, and network capacity utilization to identify revenue opportunities.
- Recommend actions to improve load factor, reduce empty mileage, or optimize warehouse throughput.
- Support network planning with revenue-driven capacity insights.

4. Customer & Contract Profitability

- Evaluate revenue performance by customer, trade lane, and service line.
- Identify underperforming accounts and recommend corrective actions.



- Support contract renewals with revenue and margin insights.

5. Forecasting & Scenario Modelling

- Develop revenue forecasts based on volume trends, pricing changes, and market conditions.
- Conduct scenario modelling to assess the impact of rate changes, capacity shifts, or demand fluctuations.
- Support budgeting and long-range planning with revenue projections.

6. Reporting & Performance Dashboards

- Develop dashboards tracking revenue, yield, load factor, and pricing performance.
- Prepare monthly revenue performance reports with insights and recommendations.
- Present findings to commercial, operations, and finance leadership.

7. Market Intelligence & Competitive Benchmarking

- Monitor competitor pricing, market rates, and industry revenue trends.
- Provide insights on market positioning and revenue risks or opportunities.
- Support commercial teams with market-aligned revenue strategies.

8. Cross-Functional Collaboration

- Work closely with pricing, sales, operations, network planning, and finance teams.
- Participate in revenue review meetings and commercial strategy sessions.
- Support operational teams in understanding revenue implications of service decisions.

9. Systems & Data Integrity

- Use ERP, TMS, WMS, CRM, and BI tools to extract and analyze revenue data.
- Ensure accuracy of revenue reporting, pricing data, and capacity metrics.
- Support digital initiatives such as dynamic pricing engines and predictive revenue analytics.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Revenue Performance	Revenue per shipment, revenue per lane, yield improvement



KPI Category	Example Indicators
Capacity Utilization	Load factor, warehouse throughput, reduction in empty mileage
Forecast Accuracy	Variance between forecast and actual revenue
Profitability	Margin improvement across customers and lanes
Reporting Quality	Timeliness and clarity of revenue dashboards

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, WMS, CRM, and BI tools.
- Understanding of logistics pricing, capacity management, and revenue optimization.
- Experience with forecasting, demand modelling, and yield management.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and solution-oriented.
- Ability to work cross-functionally and manage multiple priorities.
- Strong presentation skills with the ability to translate data into actionable insights.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 3–6 years of experience in revenue management, pricing, commercial finance, or logistics analytics.
- Experience in transport, logistics, freight forwarding, or supply chain is highly advantageous.
- Strong experience with BI tools and revenue modelling.

Working Conditions

- Office-based role with regular interaction with pricing, sales, operations, network planning, and finance.



- Occasional visits to depots, warehouses, or regional offices to understand operational realities.
- Increased workload during budgeting cycles, tender seasons, and peak demand periods.

Role Impact

The Revenue Management Analyst plays a pivotal role in maximizing revenue, improving asset utilization, and strengthening commercial performance. By combining analytical insight with market awareness and operational understanding, this role directly enhances profitability, competitiveness, and long-term business growth.



12.36 — Trade Lane Analyst

Finance & Commercial Department — Global Transport, Freight Forwarding & Logistics

Job Purpose

The Trade Lane Analyst is responsible for analysing, monitoring, and optimizing the performance of specific trade lanes across air, sea, and road freight. This role provides insights into pricing, capacity, carrier performance, demand patterns, and profitability to support commercial strategy and operational decision-making. In a global logistics environment where trade dynamics shift rapidly, the Trade Lane Analyst plays a key role in strengthening competitiveness, improving margins, and enabling data-driven growth on strategic corridors.

Key Responsibilities

1. Trade Lane Performance Analysis

- Analyse revenue, volume, margin, and yield performance across assigned trade lanes.
- Identify underperforming lanes and recommend corrective actions.
- Monitor customer mix, service levels, and operational KPIs impacting trade lane profitability.

2. Market & Competitive Intelligence

- Track market rates, capacity trends, carrier schedules, and trade lane dynamics.
- Monitor geopolitical, regulatory, and economic factors affecting trade flows.
- Benchmark performance against competitors and industry indices.

3. Pricing & Rate Strategy Support

- Provide pricing recommendations based on market conditions, cost structures, and demand patterns.
- Support pricing teams with trade lane-specific rate updates and tender inputs.
- Analyse the impact of rate changes on competitiveness and profitability.

4. Carrier & Supplier Performance Evaluation

- Monitor carrier reliability, transit times, capacity availability, and service quality.
- Support procurement in evaluating carrier performance and negotiating rate agreements.
- Provide insights on optimal carrier mix for each trade lane.

5. Demand & Capacity Analysis



- Analyse demand patterns, seasonality, and customer forecasts.
- Identify opportunities to optimize capacity utilization and improve load factors.
- Support network planning with trade lane-specific capacity insights.

6. Reporting & Dashboards

- Develop dashboards tracking trade lane performance, market trends, and pricing competitiveness.
- Prepare monthly trade lane performance reports with insights and recommendations.
- Present findings to commercial, operations, and finance leadership.

7. Cross-Functional Collaboration

- Work closely with sales, pricing, procurement, operations, and network planning teams.
- Participate in trade lane strategy meetings and commercial reviews.
- Support sales teams with trade lane insights for customer development.

8. Systems & Data Integrity

- Use ERP, TMS, freight procurement platforms, and BI tools to extract and analyze trade lane data.
- Ensure accuracy of rate tables, carrier data, and performance metrics.
- Support digital initiatives such as predictive trade lane analytics and dynamic pricing tools.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Trade Lane Performance	Revenue growth, margin improvement, yield per TEU/ton/km
Market Competitiveness	Pricing competitiveness vs. market benchmarks
Capacity Utilization	Load factor, space allocation efficiency
Carrier Performance	On-time performance, reliability, cost alignment
Reporting Quality	Timeliness and clarity of trade lane dashboards

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.



- Proficiency in ERP, TMS, freight procurement systems, and BI tools.
- Understanding of global trade flows, freight markets, and carrier networks.
- Experience with pricing, yield management, and trade lane analysis.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and solution-oriented.
- Ability to work cross-functionally and manage multiple priorities.
- Strong presentation skills with the ability to translate data into actionable insights.

Qualifications & Experience

- Bachelor's degree in finance, Supply Chain, Business Analytics, Economics, or related field.
- 3–6 years of experience in trade lane management, pricing, freight analytics, or logistics finance.
- Experience in air, sea, or road freight forwarding is highly advantageous.
- Strong experience with BI tools and market analysis.

Working Conditions

- Office-based role with regular interaction with sales, pricing, procurement, operations, and finance.
- Occasional interaction with carriers, shipping lines, airlines, and regional offices.
- Increased workload during tender seasons, market disruptions, and strategic planning cycles.

Role Impact

The Trade Lane Analyst plays a crucial role in strengthening the company's competitive position on key global corridors. By combining market intelligence, financial insight, and operational understanding, this role directly enhances profitability, customer value, and long-term commercial success.



12.37 — Key Account Finance Partner

Finance & Commercial Department — Transport, Logistics & Supply Chain

Job Purpose

The Key Account Finance Partner acts as the dedicated financial advisor for strategic customers, providing deep financial insight, performance analysis, and commercial support to strengthen customer relationships and drive profitable growth. This role ensures that key accounts are managed with full financial transparency, robust cost-to-serve understanding, and proactive margin management. In a sector where customer expectations, service complexity, and cost volatility are high, the Key Account Finance Partner plays a critical role in safeguarding profitability and enabling long-term partnership success.

Key Responsibilities

1. Strategic Financial Partnership

- Serve as the primary financial point of contact for assigned key accounts.
- Provide financial insights to support account strategy, service design, and commercial decisions.
- Participate in customer meetings, quarterly business reviews (QBRs), and strategic planning sessions.

2. Customer Profitability Management

- Analyse profitability by service line, lane, product, and activity for each key account.
- Identify margin erosion, cost leakage, and operational inefficiencies.
- Recommend corrective actions such as rate adjustments, process improvements, or service redesign.

3. Cost-to-Serve & Operational Insight

- Conduct detailed cost-to-serve analysis across transport, warehousing, and value-added services.
- Validate operational assumptions with operations, procurement, and pricing teams.
- Support continuous improvement initiatives to enhance productivity and reduce cost.

4. Pricing & Contract Support

- Support pricing decisions for renewals, expansions, and change requests.
- Validate cost inputs, margin expectations, and commercial assumptions.



- Ensure pricing aligns with financial targets and customer commitments.

5. Forecasting & Budgeting

- Lead revenue, volume, and margin forecasting for assigned accounts.
- Validate assumptions related to customer volumes, rate changes, and operational performance.
- Provide variance analysis comparing actual results to budget and forecast.

6. Performance Reporting & Dashboards

- Develop customer-specific dashboards tracking revenue, margin, cost-to-serve, and operational KPIs.
- Prepare monthly and quarterly performance reports with insights and recommendations.
- Present findings to internal leadership and customer stakeholders.

7. Contract Governance & Compliance

- Ensure adherence to contractual terms, rate structures, and service-level agreements.
- Monitor financial risks such as unbilled revenue, disputed charges, or scope creep.
- Support internal audits and compliance reviews related to key accounts.

8. Cross-Functional Collaboration

- Work closely with sales, operations, pricing, procurement, and finance teams.
- Support operational teams in understanding financial implications of service delivery.
- Facilitate alignment between commercial strategy and operational execution.

9. Continuous Improvement & Value Creation

- Identify opportunities to enhance customer value through cost optimization, service innovation, or process redesign.
- Track and validate savings initiatives and improvement projects.
- Support long-term account development with financial modelling and scenario analysis.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Profitability	Margin improvement, cost-to-serve accuracy, leakage reduction



KPI Category	Example Indicators
Customer Value	Financial contribution to customer retention and growth
Forecast Accuracy	Variance between forecast and actual results
Commercial Support	Quality of financial input for renewals and expansions
Reporting Quality	Timeliness and clarity of customer dashboards

Skills & Competencies

Technical Competencies

- Strong financial modelling and analytical skills.
- Proficiency in ERP, TMS, WMS, CRM, and BI tools.
- Deep understanding of logistics cost structures and operational drivers.
- Experience with cost-to-serve analysis, pricing, and commercial finance.

Behavioural Competencies

- Excellent communication and stakeholder-management skills.
- Customer-centric mindset with strong commercial acumen.
- Detail-oriented with strong problem-solving abilities.
- Proactive, collaborative, and solution-oriented.
- Ability to translate complex financial data into clear business insights.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 5–8 years of experience in commercial finance, key account finance, logistics finance, or FP&A.
- Experience in transport, logistics, freight forwarding, or contract logistics is highly advantageous.
- Strong experience with BI tools and customer profitability analysis.

Working Conditions

- Office-based role with regular interaction with key account managers, operations, pricing, procurement, and finance.
- Frequent participation in customer meetings, QBRs, and performance reviews.
- Increased workload during budgeting cycles, contract renewals, and major customer initiatives.



Role Impact

The Key Account Finance Partner plays a pivotal role in strengthening customer relationships, protecting margins, and driving profitable growth. By combining financial expertise with commercial insight and operational understanding, this role directly enhances customer value, business sustainability, and long-term competitiveness.



12.38 — Commercial Controller

Finance & Commercial Department — Transport, Logistics & Supply Chain

Job Purpose

The Commercial Controller acts as the financial co-pilot to the commercial and operational leadership teams, ensuring that business decisions are grounded in robust financial analysis, accurate performance insights, and strong commercial governance. This role oversees revenue quality, margin performance, pricing discipline, and contract profitability across the logistics portfolio. In a sector where cost volatility, customer complexity, and competitive pressure are constant, the Commercial Controller plays a critical role in safeguarding profitability and enabling sustainable commercial growth.

Key Responsibilities

1. Commercial Performance Management

- Monitor and analyses revenue, margin, and cost performance across business units, customers, and service lines.
- Identify trends, risks, and opportunities impacting commercial performance.
- Provide actionable insights to commercial, operations, and finance leadership.

2. Pricing Governance & Margin Protection

- Ensure pricing decisions align with financial targets, cost structures, and commercial strategy.
- Review and approve pricing proposals, tenders, and contract renewals within delegated authority.
- Monitor margin erosion and recommend corrective actions.

3. Customer & Contract Profitability

- Oversee profitability analysis for key customers, trade lanes, and service offerings.
- Identify cost leakage, unprofitable activities, and scope creep.
- Support commercial teams in renegotiations, rate adjustments, and service redesign.

4. Forecasting, Budgeting & Financial Planning

- Lead revenue and margin forecasting for commercial portfolios.
- Validate assumptions related to volumes, pricing, and operational performance.
- Support annual budgeting and long-range planning with commercial insights.

5. Business Partnering



- Act as a strategic advisor to sales, operations, and senior management.
- Participate in commercial reviews, customer meetings, and strategic planning sessions.
- Translate financial data into clear, actionable business recommendations.

6. Tender & Bid Support

- Oversee financial evaluation of major tenders and strategic bids.
- Validate cost inputs, pricing assumptions, and expected profitability.
- Ensure alignment with internal governance and approval processes.

7. Reporting & Dashboard Development

- Develop commercial performance dashboards and KPI reports.
- Track metrics such as revenue per shipment, margin per customer, pricing accuracy, and win rate.
- Present insights to senior leadership and commercial teams.

8. Risk Management & Compliance

- Ensure adherence to commercial policies, pricing governance, and financial controls.
- Monitor risks such as unbilled revenue, disputed charges, and contract non-compliance.
- Support internal and external audits related to commercial activities.

9. Continuous Improvement

- Identify opportunities to enhance pricing processes, reporting tools, and commercial governance.
- Support digital transformation initiatives such as automated pricing engines and profitability analytics.
- Drive standardization of commercial finance practices across regions or business units.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Profitability	Margin improvement, cost-to-serve accuracy, leakage reduction
Commercial Governance	Pricing compliance, approval cycle time



KPI Category	Example Indicators
Forecast Accuracy	Variance between forecast and actual revenue/margin
Business Partnering	Quality and impact of commercial insights
Reporting Quality	Timeliness and clarity of dashboards and analyses

Skills & Competencies

Technical Competencies

- Strong financial modelling, analytical, and commercial acumen.
- Proficiency in ERP, TMS, WMS, CRM, and BI tools.
- Deep understanding of logistics cost structures and commercial models.
- Experience with pricing, cost-to-serve analysis, and contract profitability.

Behavioural Competencies

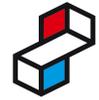
- Strong communication and stakeholder-management skills.
- Commercially minded, proactive, and solution-oriented.
- Highly analytical with strong problem-solving abilities.
- Ability to influence decision-making across functions.
- Organized, detail-oriented, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 5–8 years of experience in commercial controlling, pricing, FP&A, or logistics finance.
- Experience in transport, logistics, freight forwarding, or contract logistics is highly advantageous.
- Strong experience with BI tools and commercial performance analysis.

Working Conditions

- Office-based role with regular interaction with sales, operations, pricing, procurement, and finance.
- Occasional participation in customer meetings, commercial reviews, and strategic workshops.
- Increased workload during budgeting cycles, tender seasons, and major commercial initiatives.



Role Impact

The Commercial Controller plays a pivotal role in ensuring profitable growth, commercial discipline, and strategic decision-making. By combining financial expertise with commercial insight and operational understanding, this role directly enhances revenue quality, customer profitability, and long-term business sustainability.



12.39 — Margin Protection Specialist

Finance & Commercial Department — Transport, Logistics & Supply Chain

Job Purpose

The Margin Protection Specialist is responsible for safeguarding and improving margin performance across the logistics network by identifying leakage, validating cost recovery, monitoring pricing discipline, and ensuring that commercial and operational practices align with financial targets. In a sector where cost volatility, customer complexity, and operational variability can erode profitability, this role plays a critical part in protecting revenue quality, strengthening financial controls, and enabling sustainable margin growth.

Key Responsibilities

1. Margin Monitoring & Analysis

- Track and analyses margin performance across customers, lanes, modes, and service lines.
- Identify margin erosion, cost overruns, and revenue leakage.
- Provide actionable insights to commercial, operations, and finance leadership.

2. Leakage Detection & Prevention

- Investigate sources of margin leakage such as unbilled revenue, incorrect rate application, scope creep, or operational inefficiencies.
- Develop and implement controls to prevent recurring leakage.
- Work with billing, pricing, and operations teams to ensure accurate and timely revenue capture.

3. Cost Recovery & Surcharge Validation

- Validate the correct application of fuel surcharges, accessorial, detention/demurrage, and other billable items.
- Ensure alignment between carrier charges and customer billing.
- Support procurement and pricing teams in maintaining accurate cost-to-serve data.

4. Pricing Compliance & Governance

- Monitor adherence to pricing policies, approval workflows, and margin thresholds.
- Review pricing exceptions and ensure they are justified and approved.
- Support commercial teams in maintaining pricing discipline.



5. Customer & Contract Profitability

- Analyse profitability by customer, contract, and service offering.
- Identify unprofitable activities and recommend corrective actions.
- Support contract renegotiations with margin insights and financial modelling.

6. Forecasting & Scenario Modelling

- Support margin forecasting based on volume trends, pricing changes, and operational performance.
- Conduct scenario modelling to assess the impact of cost fluctuations or pricing adjustments.
- Provide input into budgeting and long-range planning.

7. Reporting & Dashboards

- Develop dashboards tracking margin performance, leakage trends, and cost recovery.
- Prepare monthly margin protection reports with insights and recommendations.
- Present findings to commercial, operations, and finance leadership.

8. Cross-Functional Collaboration

- Work closely with pricing, sales, operations, procurement, billing, and finance teams.
- Participate in commercial reviews, operational improvement initiatives, and customer meetings.
- Support operational teams in understanding financial implications of service delivery.

9. Continuous Improvement & Process Optimization

- Identify opportunities to improve billing accuracy, pricing processes, and cost allocation.
- Support digital initiatives such as automated margin monitoring and predictive analytics.
- Develop best practices and standard operating procedures for margin protection.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
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Margin Performance	Margin improvement, reduction in leakage, cost recovery rate
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KPI Category	Example Indicators
Revenue Integrity	Accuracy of billing, correct application of surcharges
Pricing Compliance	Adherence to pricing governance and approval workflows
Forecast Accuracy	Variance between forecast and actual margin
Reporting Quality	Timeliness and clarity of margin dashboards

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP, TMS, WMS, CRM, and BI tools.
- Deep understanding of logistics cost structures, pricing models, and revenue processes.
- Experience with margin analysis, cost-to-serve, and leakage detection.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and solution-oriented.
- Ability to challenge constructively and influence decision-making.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Business Analytics, Supply Chain, Economics, or related field.
- 4–7 years of experience in commercial finance, pricing, revenue assurance, or logistics finance.
- Experience in transport, logistics, freight forwarding, or contract logistics is highly advantageous.
- Strong experience with BI tools and margin analysis.

Working Conditions

- Office-based role with regular interaction with sales, pricing, operations, procurement, billing, and finance.
- Occasional participation in customer meetings, commercial reviews, and operational workshops.



- Increased workload during budgeting cycles, tender seasons, and major commercial initiatives.

Role Impact

The Margin Protection Specialist plays a vital role in safeguarding profitability and strengthening commercial discipline. By identifying leakage, improving cost recovery, and ensuring pricing accuracy, this role directly enhances financial performance, operational efficiency, and long-term business sustainability.



12.40 — Treasury Analyst

Finance Department — Transport, Logistics & Supply Chain

Job Purpose

The Treasury Analyst is responsible for managing daily liquidity, optimizing cash flow, monitoring financial risks, and supporting treasury operations across the organization. This role ensures that the company maintains adequate liquidity, complies with treasury policies, and optimizes working capital in a sector where cash cycles, currency exposure, and capital intensity are significant. The Treasury Analyst plays a key role in safeguarding financial stability and supporting strategic growth.

Key Responsibilities

1. Cash & Liquidity Management

- Monitor daily cash positions across global bank accounts.
- Ensure sufficient liquidity to meet operational and financial obligations.
- Optimize cash pooling, intercompany funding, and short-term investments.

2. Cash Flow Forecasting

- Prepare short- and medium-term cash flow forecasts.
- Analyse variances between forecasted and actual cash flows.
- Collaborate with finance, operations, and commercial teams to improve forecast accuracy.

3. Working Capital Optimization

- Analyse working capital drivers such as receivables, payables, and inventory.
- Identify opportunities to improve cash conversion cycles.
- Support initiatives to reduce overdue receivables and optimize payment terms.

4. Bank Relationship Management

- Support interactions with banking partners regarding accounts, fees, and services.
- Assist in evaluating banking products such as cash pooling, FX solutions, and credit facilities.
- Maintain documentation for bank accounts, mandates, and signatories.

5. Treasury Operations & Controls

- Execute treasury transactions including payments, FX deals, and intercompany settlements.



- Ensure compliance with treasury policies, approval workflows, and internal controls.
- Support internal and external audits related to treasury activities.

6. Foreign Exchange (FX) & Financial Risk Monitoring

- Monitor FX exposures across currencies and business units.
- Support hedging strategies by preparing exposure reports and evaluating risk positions.
- Track market movements and assess potential financial impacts.

7. Reporting & Treasury Dashboards

- Prepare treasury reports covering liquidity, cash flow, FX exposure, and working capital.
- Develop dashboards for treasury KPIs and performance metrics.
- Present insights and recommendations to finance leadership.

8. Systems & Process Improvement

- Use treasury management systems (TMS), ERP, and banking platforms to execute and monitor treasury activities.
- Support automation initiatives such as straight-through processing and digital bank connectivity.
- Contribute to continuous improvement of treasury processes and controls.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Liquidity Management	Daily cash accuracy, liquidity buffer levels
Working Capital	Cash conversion cycle, DSO/ DPO improvements
Forecast Accuracy	Variance between forecasted and actual cash flows
Risk Management	FX exposure accuracy, hedging effectiveness
Process Efficiency	Automation improvements, compliance with treasury controls

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP systems, treasury management systems, and banking platforms.



- Understanding of cash management, FX, working capital, and financial risk.
- Knowledge of treasury controls, compliance, and audit requirements.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Proactive, disciplined, and highly organized.
- Ability to work under time pressure and manage multiple priorities.
- Strong integrity and commitment to financial control.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- 2–5 years of experience in treasury, corporate finance, cash management, or financial analysis.
- Experience in transport, logistics, or multinational environments is advantageous.
- Familiarity with treasury systems, banking platforms, and FX concepts.

Working Conditions

- Office-based role with regular interaction with finance, accounting, operations, and banking partners.
- Occasional participation in treasury projects, system upgrades, or bank meetings.
- Increased workload during month-end, quarter-end, and periods of market volatility.

Role Impact

The Treasury Analyst plays a vital role in ensuring financial stability, optimizing liquidity, and managing financial risks. By maintaining strong treasury controls, improving cash flow visibility, and supporting working capital efficiency, this role directly enhances the organization's resilience, profitability, and capacity for strategic investment.



12.42 — Working Capital Analyst

Finance Department — Transport, Logistics & Supply Chain

Job Purpose

The Working Capital Analyst is responsible for analysing, monitoring, and optimizing the company's working capital performance across receivables, payables, and inventory. This role ensures strong cash discipline, supports liquidity management, and drives improvements in the cash conversion cycle. In a sector where long billing cycles, complex operations, and tight margins can strain cash flow, the Working Capital Analyst plays a crucial role in strengthening financial resilience and enabling sustainable growth.

Key Responsibilities

1. Working Capital Performance Analysis

- Monitor and analyses working capital KPIs including DSO, DPO, and inventory days.
- Identify trends, risks, and opportunities across business units and regions.
- Provide actionable insights to finance, commercial, and operational leadership.

2. Receivables Management Support

- Analyse overdue receivables, dispute trends, and customer payment behaviour.
- Collaborate with credit control, billing, and commercial teams to reduce DSO.
- Support initiatives to improve invoicing accuracy and accelerate cash collection.

3. Payables & Supplier Terms Optimization

- Monitor supplier payment terms and evaluate opportunities to optimize DPO.
- Support procurement in negotiating favourable terms aligned with cash flow objectives.
- Ensure compliance with payment policies and working capital targets.

4. Inventory & Operational Working Capital

- Analyse inventory levels, turnover, and slow-moving or obsolete stock.
- Collaborate with supply chain and operations to improve inventory efficiency.
- Support initiatives to reduce working capital tied up in warehousing and distribution.

5. Cash Conversion Cycle Improvement

- Identify end-to-end opportunities to shorten the cash conversion cycle.



- Support cross-functional working capital improvement projects.
- Track and validate the financial impact of improvement initiatives.

6. Forecasting & Scenario Modelling

- Support short- and medium-term working capital forecasting.
- Conduct scenario modelling to assess the impact of volume changes, payment terms, or operational shifts.
- Provide input into cash flow planning and liquidity management.

7. Reporting & Dashboards

- Develop dashboards tracking working capital KPIs, trends, and improvement actions.
- Prepare monthly working capital performance reports with insights and recommendations.
- Present findings to finance leadership and operational teams.

8. Cross-Functional Collaboration

- Work closely with finance, credit control, procurement, supply chain, and commercial teams.
- Participate in working capital review meetings and improvement workshops.
- Support operational teams in understanding the financial impact of working capital decisions.

9. Process Improvement & Governance

- Identify opportunities to improve billing, collections, payment, and inventory processes.
- Support standardization of working capital practices across regions and business units.
- Ensure adherence to working capital policies and internal controls.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Working Capital Efficiency	DSO, DPO, inventory days, cash conversion cycle
Receivables Performance	Overdue reduction, dispute resolution cycle time



KPI Category	Example Indicators
Payables Optimization	Supplier term improvements, compliance with payment policies
Forecast Accuracy	Variance between forecasted and actual working capital
Reporting Quality	Timeliness and clarity of dashboards and analyses

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP systems, BI tools, and working capital analytics.
- Understanding of receivables, payables, inventory, and cash flow dynamics.
- Knowledge of working capital controls, policies, and best practices.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Proactive, disciplined, and commercially minded.
- Ability to work cross-functionally and influence decision-making.
- Strong organizational skills and ability to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- 2–5 years of experience in working capital management, treasury, corporate finance, or FP&A.
- Experience in transport, logistics, or supply chain environments is advantageous.
- Strong experience with working capital analytics and ERP/BI systems.

Working Conditions

- Office-based role with regular interaction with finance, credit control, procurement, supply chain, and commercial teams.
- Occasional participation in improvement workshops, customer reviews, or supplier meetings.
- Increased workload during month-end, quarter-end, and cash planning cycles.

Role Impact



The Working Capital Analyst plays a vital role in strengthening liquidity, improving cash discipline, and supporting financial stability. By optimizing receivables, payables, and inventory performance, this role directly enhances cash flow, reduces financial risk, and supports long-term business growth.



12.43 — Collections Manager

Finance Department — Transport, Logistics & Supply Chain

Job Purpose

The Collections Manager is responsible for leading and optimizing the end-to-end collections process to ensure timely cash inflows, reduce overdue receivables, and strengthen working capital performance. This role oversees credit control teams, drives dispute resolution, and partners with commercial and operational stakeholders to improve billing accuracy and customer payment behavior. In a sector where long billing cycles, complex contracts, and cross-border operations can strain cash flow, the Collections Manager plays a critical role in safeguarding liquidity and reducing financial risk.

Key Responsibilities

1. Collections Strategy & Execution

- Lead the collections function across regions, business units, or key customer portfolios.
- Develop and implement strategies to reduce overdue receivables and improve DSO.
- Prioritize high-risk accounts and ensure timely escalation of collection issues.

2. Team Leadership & Performance Management

- Manage and coach credit control and collections teams.
- Set performance targets, monitor KPIs, and drive continuous improvement.
- Ensure consistent application of collection policies and best practices.

3. Customer Account Management

- Oversee collection activities for strategic and high-value customers.
- Engage directly with customers to resolve payment delays and negotiate payment plans.
- Build strong relationships with customer finance teams to improve payment discipline.

4. Dispute Resolution & Root Cause Analysis

- Lead the resolution of billing disputes, short payments, and invoice discrepancies.
- Collaborate with billing, operations, and commercial teams to address root causes.
- Implement corrective actions to prevent recurring issues.



5. Billing Accuracy & Process Improvement

- Work with billing teams to ensure timely and accurate invoicing.
- Identify process gaps affecting collections and recommend improvements.
- Support initiatives to automate invoicing, reminders, and dispute workflows.

6. Credit Risk Monitoring

- Monitor customer credit exposure and payment behavior.
- Provide input into credit limit decisions and risk assessments.
- Escalate high-risk accounts and recommend mitigation actions.

7. Reporting & Dashboards

- Develop dashboards tracking DSO, overdue receivables, dispute volumes, and collection effectiveness.
- Prepare monthly collection performance reports with insights and recommendations.
- Present findings to finance leadership and commercial stakeholders.

8. Cross-Functional Collaboration

- Work closely with sales, operations, billing, legal, and finance teams.
- Participate in customer reviews, commercial meetings, and working capital initiatives.
- Support commercial teams in understanding financial implications of customer payment terms.

9. Governance & Compliance

- Ensure adherence to credit and collections policies, approval workflows, and internal controls.
- Support internal and external audits related to receivables and collections.
- Maintain accurate documentation of collection activities and customer interactions.

Key Performance Indicators (KPIs)

KPI Category

Example Indicators

Collections Performance DSO, overdue reduction, collection effectiveness

Dispute Management Dispute resolution cycle time, root-cause elimination

Billing Accuracy Reduction in invoice errors, first-time-right billing



KPI Category	Example Indicators
Credit Risk	High-risk exposure reduction, compliance with credit limits
Team Performance	Productivity, target achievement, process adherence

Skills & Competencies

Technical Competencies

- Strong understanding of collections, credit control, and working capital.
- Proficiency in ERP systems, billing platforms, and BI tools.
- Knowledge of invoicing processes, dispute management, and customer credit risk.
- Experience with cross-border collections and multi-currency environments.

behavioural Competencies

- Strong leadership and team-management skills.
- Excellent communication and negotiation abilities.
- Customer-centric mindset with strong commercial acumen.
- Detail-oriented with strong problem-solving skills.
- Ability to influence stakeholders and drive accountability.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, or related field.
- 5–8 years of experience in collections, credit control, or working capital management.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Proven experience leading collections teams and improving DSO performance.

Working Conditions

- Office-based role with regular interaction with finance, billing, commercial, and operations teams.
- Frequent communication with customers regarding payment issues and disputes.
- Increased workload during month-end, quarter-end, and cash-flow planning cycles.

Role Impact



The Collections Manager plays a vital role in strengthening liquidity, reducing financial risk, and improving working capital performance. By driving effective collections, resolving disputes, and enhancing billing accuracy, this role directly contributes to the organization's financial stability and long-term growth.



12.44 — Banking & Payments Specialist

Finance Department — Treasury, Banking Operations & Cash Management

Job Purpose

The Banking & Payments Specialist is responsible for managing the company's banking infrastructure, ensuring secure and efficient payment processing, and supporting treasury operations across multiple regions and currencies. This role safeguards the integrity of financial transactions, optimizes banking processes, and ensures compliance with internal controls and regulatory requirements. In a global logistics environment where transaction volumes are high and cross-border complexity is significant; the Banking & Payments Specialist plays a critical role in maintaining financial stability and operational continuity.

Key Responsibilities

1. Banking Operations Management

- Oversee daily banking activities including account monitoring, payment execution, and bank reconciliations.
- Ensure timely and accurate processing of domestic and international payments.
- Maintain banking documentation, mandates, and authorized signatory records.

2. Payment Processing & Controls

- Execute and validate payments such as supplier invoices, payroll, tax payments, and intercompany transfers.
- Ensure compliance with payment approval workflows, segregation of duties, and internal controls.
- Monitor payment exceptions, errors, and rejections, ensuring timely resolution.

3. Bank Account Administration

- Support the opening, closing, and maintenance of bank accounts across regions.
- Coordinate with banks to manage account structures, services, and fee schedules.
- Ensure alignment with treasury policies and global banking standards.

4. Cash & Liquidity Support

- Monitor daily cash balances and support treasury in liquidity planning.
- Assist with cash pooling, sweeping, and intercompany funding activities.
- Provide accurate banking data for cash flow forecasting.

5. Fraud Prevention & Security



- Monitor transactions for unusual activity and potential fraud risks.
- Ensure compliance with security protocols such as dual authorization and secure file transfers.
- Support implementation of fraud-prevention tools and banking security enhancements.

6. Banking Relationship Support

- Act as a point of contact for operational banking matters.
- Support treasury in evaluating banking services, fees, and performance.
- Coordinate issue resolution with banking partners.

7. Reporting & Reconciliation

- Prepare reports on payment volumes, bank fees, and transaction performance.
- Support month-end and year-end processes with banking data and reconciliations.
- Maintain accurate records of banking activities and audit trails.

8. Systems & Process Optimization

- Use ERP systems, treasury management systems, and banking platforms to execute and monitor transactions.
- Support automation initiatives such as payment file integration, straight-through processing, and digital approvals.
- Identify opportunities to streamline banking and payment processes.

9. Compliance & Regulatory Support

- Ensure compliance with banking regulations, sanctions, and internal policies.
- Support audits related to banking, payments, and treasury operations.
- Maintain documentation required for regulatory reporting and compliance checks.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Payment Accuracy	Error rate, rejected payments, on-time execution
Banking Efficiency	Processing cycle time, automation rate
Compliance & Controls	Audit findings, adherence to approval workflows
Cost Management	Bank fee optimization, reduction in manual processing



KPI Category	Example Indicators
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Operational Reliability	System uptime, issue resolution speed
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Skills & Competencies

Technical Competencies

- Strong understanding of banking operations, payment processing, and treasury workflows.
- Proficiency in ERP systems, treasury management systems, and online banking platforms.
- Knowledge of cross-border payments, SWIFT, SEPA, and multi-currency transactions.
- Familiarity with banking controls, fraud prevention, and regulatory compliance.

Behavioral Competencies

- Detail-oriented with strong problem-solving abilities.
- Highly organized, disciplined, and reliable.
- Effective communication and stakeholder-management skills.
- Ability to work under pressure and manage high transaction volumes.
- Strong integrity and commitment to financial control.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Economics, or related field.
- 3–6 years of experience in banking operations, payments processing, treasury, or corporate finance.
- Experience in transport, logistics, or multinational environments is advantageous.
- Strong experience with ERP/treasury systems and multi-currency payment environments.

Working Conditions

- Office-based role with regular interaction with treasury, accounting, procurement, and banking partners.
- Increased workload during month-end, quarter-end, and periods of high payment activity.
- Occasional participation in system upgrades, banking projects, or compliance reviews.



Role Impact

The Banking & Payments Specialist plays a vital role in ensuring secure, efficient, and compliant financial operations. By managing banking infrastructure, optimizing payment processes, and supporting liquidity management, this role directly enhances financial stability, operational reliability, and organizational resilience.



12.45 — Foreign Exchange (FX) Analyst (for Global Freight Flows)

Finance Department — Treasury, Risk Management & Global Freight Finance

Job Purpose

The Foreign Exchange (FX) Analyst is responsible for monitoring, analysing, and managing currency exposure arising from global freight flows, cross-border logistics operations, and multi-currency customer and supplier contracts. This role ensures that FX risks are identified, quantified, and mitigated through effective hedging strategies, pricing alignment, and treasury collaboration. In a global logistics environment where freight rates, carrier contracts, and customer billing often span multiple currencies, the FX Analyst plays a critical role in protecting margins, stabilizing cash flows, and supporting commercial decision-making.

Key Responsibilities

1. FX Exposure Identification & Analysis

- Monitor currency exposure across freight flows, customer contracts, carrier payments, and intercompany transactions.
- Analyze transactional and translational FX risks across regions and business units.
- Provide visibility into FX exposure drivers such as rate volatility, payment timing, and currency mismatches.

2. FX Forecasting & Scenario Modelling

- Develop short- and medium-term FX exposure forecasts based on volume trends, pricing, and contractual terms.
- Conduct scenario modelling to assess the impact of currency fluctuations on revenue, cost, and margin.
- Support budgeting and long-range planning with FX assumptions and risk assessments.

3. Hedging Strategy Support

- Collaborate with treasury to evaluate hedging needs and recommend appropriate instruments (e.g., forwards, swaps).
- Prepare exposure reports and documentation required for hedge execution and compliance.
- Monitor hedge effectiveness and support post-trade analysis.

4. Pricing & Commercial Support



- Provide FX insights to pricing teams during tenders, RFQs, and contract renewals.
- Ensure pricing reflects FX risk, currency clauses, and cost-to-serve realities.
- Support commercial teams in explaining FX impacts to customers.

5. Freight Market & Currency Monitoring

- Track currency movements relevant to global freight flows (e.g., USD, EUR, CNY, GBP).
- Monitor FX impacts on carrier rates, surcharges, and procurement costs.
- Provide regular updates on FX trends and their implications for logistics operations.

6. Reporting & Dashboards

- Develop dashboards tracking FX exposure, hedge positions, and currency impacts on margin.
- Prepare monthly FX performance reports with insights and recommendations.
- Present findings to treasury, finance, and commercial leadership.

7. Cross-Functional Collaboration

- Work closely with treasury, pricing, procurement, commercial, and accounting teams.
- Support procurement in evaluating FX impacts on carrier contracts and supplier terms.
- Collaborate with accounting on FX revaluation, translation, and month-end processes.

8. Systems & Data Integrity

- Use ERP, TMS, treasury systems, and BI tools to extract and analyze FX-related data.
- Ensure accuracy of currency settings, rate tables, and exposure calculations.
- Support digital initiatives such as automated FX exposure reporting and predictive analytics.

9. Governance & Compliance

- Ensure adherence to treasury policies, hedging guidelines, and internal controls.
- Support internal and external audits related to FX exposure and hedging activities.



- Maintain documentation for FX processes, exposure reports, and compliance checks.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
FX Risk Management	Exposure accuracy, hedge effectiveness, reduction in unhedged positions
Forecast Accuracy	Variance between forecasted and actual FX impacts
Commercial Impact	FX-adjusted margin stability, pricing accuracy
Process Efficiency	Timeliness of exposure reporting, automation improvements
Compliance	Adherence to treasury policies, audit results

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Proficiency in ERP systems, treasury management systems, and BI tools.
- Understanding of FX markets, hedging instruments, and financial risk management.
- Knowledge of global freight flows, multi-currency billing, and logistics cost structures.

behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and solution-oriented.
- Ability to work cross-functionally and manage multiple priorities.
- Strong integrity and commitment to financial control.

Qualifications & Experience

- Bachelor's degree in Finance, Economics, Business Analytics, or related field.
- 3–6 years of experience in FX analysis, treasury, financial risk management, or logistics finance.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.



- Strong experience with FX modelling, exposure reporting, and multi-currency environments.

Working Conditions

- Office-based role with regular interaction with treasury, pricing, procurement, commercial, and accounting teams.
- Occasional participation in treasury projects, system upgrades, or market-risk reviews.
- Increased workload during month-end, quarter-end, and periods of high FX volatility.

Role Impact

The FX Analyst (for Global Freight Flows) plays a vital role in protecting margins, stabilizing cash flows, and supporting commercial competitiveness. By providing deep insight into currency exposure and enabling effective hedging and pricing strategies, this role directly enhances financial resilience and long-term business performance.



12.46 — Internal Auditor (Logistics)

Finance Department — Internal Audit, Risk & Compliance

Job Purpose

The Internal Auditor (Logistics) is responsible for evaluating the effectiveness of internal controls, risk management practices, and operational processes across transport, warehousing, freight forwarding, and supply chain activities. This role ensures compliance with policies, regulatory requirements, and industry standards while identifying opportunities to improve efficiency, reduce risk, and strengthen financial integrity. In a sector where operational complexity, cross-border flows, and cost pressures create inherent risks, the Internal Auditor plays a vital role in safeguarding assets, enhancing governance, and supporting continuous improvement.

Key Responsibilities

1. Audit Planning & Execution

- Conduct risk-based audits across logistics operations, finance processes, and compliance areas.
- Develop audit plans, scopes, and testing procedures aligned with organizational risk priorities.
- Perform fieldwork including interviews, walkthroughs, data analysis, and control testing.

2. Evaluation of Internal Controls

- Assess the design and effectiveness of operational, financial, and IT controls.
- Identify control gaps, process weaknesses, and compliance issues.
- Recommend corrective actions and control enhancements.

3. Operational & Process Audits

- Audit key logistics processes such as freight procurement, carrier management, warehouse operations, billing, and revenue recognition.
- Evaluate accuracy of freight charges, surcharges, and cost allocations.
- Review inventory controls, asset safeguarding, and warehouse compliance.

4. Compliance & Regulatory Assurance

- Ensure adherence to internal policies, contractual obligations, and regulatory requirements.
- Review compliance with customs, trade, sanctions, and transport regulations.
- Support audits related to ISO standards, safety, and quality management systems.



5. Fraud Risk Assessment & Investigation Support

- Identify indicators of fraud, waste, or abuse in operational and financial processes.
- Support investigations into irregularities, misconduct, or control breaches.
- Recommend preventive measures to strengthen fraud controls.

6. Reporting & Recommendations

- Prepare clear, concise audit reports summarizing findings, risks, and recommendations.
- Present audit results to management and follow up on remediation actions.
- Track implementation of corrective actions and verify closure.

7. Data Analysis & Continuous Monitoring

- Use data analytics to identify anomalies, trends, and risk indicators.
- Support development of continuous monitoring dashboards for key controls.
- Leverage BI tools to enhance audit coverage and insight.

8. Cross-Functional Collaboration

- Work closely with finance, operations, procurement, compliance, and IT teams.
- Provide guidance on control design, risk mitigation, and process improvements.
- Support business units in preparing for external audits.

9. Process Improvement & Best Practices

- Identify opportunities to streamline processes, reduce risk, and improve efficiency.
- Promote standardization of controls across regions and business units.
- Contribute to the development of audit methodologies and tools.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Audit Quality	Accuracy of findings, clarity of reports, stakeholder feedback
Risk Mitigation	Timely closure of audit findings, reduction in repeat issues
Compliance	Adherence to policies, regulatory compliance rate
Process Efficiency	Improvements identified, control enhancements implemented



KPI Category	Example Indicators
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Coverage & Insight	Number of audits completed, value of insights delivered
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Skills & Competencies

Technical Competencies

- Strong understanding of internal controls, risk management, and audit methodologies.
- Knowledge of logistics operations, freight processes, and supply chain workflows.
- Proficiency in ERP systems, BI tools, and data analytics.
- Familiarity with regulatory requirements (customs, trade compliance, transport regulations).

behavioural Competencies

- Strong analytical and critical-thinking skills.
- Excellent communication and report-writing abilities.
- High integrity, objectivity, and professional skepticism.
- Ability to work independently and manage multiple audits simultaneously.
- Strong stakeholder-management and influencing skills.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Supply Chain, or related field.
- 3–6 years of experience in internal audit, risk management, or logistics finance.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Professional certifications (CIA, CISA, CFE, ACCA) are a strong plus.

Working Conditions

- Office-based role with regular interaction across finance, operations, procurement, and compliance.
- Occasional travel to warehouses, depots, regional offices, and operational sites.
- Increased workload during audit cycles, year-end, and regulatory reviews.

Role Impact

The Internal Auditor (Logistics) plays a crucial role in strengthening governance, reducing operational and financial risk, and ensuring compliance across the logistics



network. By providing independent assurance and actionable insights, this role directly enhances operational integrity, financial accuracy, and long-term organizational resilience.



12.47 — Risk Analyst (Transport)

Finance Department — Risk Management, Compliance & Operational Assurance

Job Purpose

The Risk Analyst (Transport) is responsible for identifying, assessing, and monitoring risks across transport operations, including road, air, sea, and multimodal logistics activities. This role ensures that operational, financial, compliance, and safety risks are effectively managed and that mitigation strategies are embedded into daily operations. In a sector where disruptions, regulatory changes, and operational variability can significantly impact service delivery and profitability, the Risk Analyst plays a critical role in strengthening resilience, reducing exposure, and supporting informed decision-making.

Key Responsibilities

1. Risk Identification & Assessment

- Conduct risk assessments across transport operations, including fleet, carrier management, freight flows, and cross-border activities.
- Identify operational, financial, compliance, and safety risks.
- Maintain and update risk registers for transport-related activities.

2. Operational Risk Monitoring

- Monitor key risk indicators (KRIs) such as delays, accidents, claims, carrier performance, and route disruptions.
- Analyse incident trends and identify root causes.
- Recommend corrective actions to reduce operational risk exposure.

3. Compliance & Regulatory Risk Management

- Ensure compliance with transport regulations, customs requirements, safety standards, and environmental rules.
- Monitor regulatory changes affecting road, air, and sea transport.
- Support audits and compliance reviews related to transport operations.

4. Financial & Commercial Risk Analysis

- Assess risks related to freight rates, carrier contracts, surcharges, and cost volatility.
- Evaluate risks associated with customer contracts, service-level agreements, and liability exposure.
- Support pricing and commercial teams with risk-adjusted decision-making.



5. Business Continuity & Disruption Management

- Support development of contingency plans for disruptions such as strikes, weather events, geopolitical issues transport flows and provide risk alerts.
- Participate in crisis response and post-incident reviews.

6. Insurance & Claims Support

- Analyse transport-related claims (cargo damage, delays, accidents) to identify patterns and risk drivers.
- Support insurance teams with data for renewals, premiums, and coverage decisions.
- Collaborate with operations to reduce claim frequency and severity.

7. Reporting & Dashboards

- Develop dashboards tracking risk indicators, incidents, compliance status, and mitigation progress.
- Prepare monthly risk reports with insights and recommendations.
- Present findings to operations, finance, and risk leadership.

8. Cross-Functional Collaboration

- Work closely with operations, HSE, compliance, procurement, commercial, and finance teams.
- Support carrier audits, route risk assessments, and safety initiatives.
- Provide risk training and awareness sessions for operational teams.

9. Process Improvement & Risk Mitigation

- Identify opportunities to strengthen controls, improve processes, and reduce exposure.
- Support implementation of risk mitigation initiatives across transport operations.
- Promote a culture of risk awareness and continuous improvement.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Risk Reduction	Decrease in incidents, claims, and operational disruptions
Compliance	Adherence to transport regulations, audit results
Operational Resilience	Response time to disruptions, effectiveness of mitigation plans



KPI Category	Example Indicators
Financial Impact	Reduction in risk-related costs, improved risk-adjusted margins
Reporting Quality	Timeliness and clarity of risk dashboards and analyses

Skills & Competencies

Technical Competencies

- Strong understanding of transport operations (road, air, sea, multimodal).
- Knowledge of risk management frameworks and methodologies.
- Proficiency in ERP, TMS, compliance systems, and BI tools.
- Familiarity with transport regulations, safety standards, and insurance concepts.

Behavioral Competencies

- Analytical mindset with strong problem-solving abilities.
- Excellent communication and stakeholder-management skills.
- Detail-oriented, structured, and proactive.
- Ability to work cross-functionally and influence decision-making.
- Strong integrity, objectivity, and risk awareness.

Qualifications & Experience

- Bachelor's degree in risk management, Supply Chain, Finance, Business, or related field.
- 3–6 years of experience in risk management, transport operations, logistics compliance, or operational audit.
- Experience in transport, logistics, freight forwarding, or supply chain environments is highly advantageous.
- Knowledge of risk assessment tools, regulatory frameworks, and transport safety standards.

Working Conditions

- Office-based role with regular interaction with operations, HSE, compliance, procurement, and finance.
- Occasional travel to depots, warehouses, carrier sites, and operational hubs.
- Increased workload during audits, disruptions, and regulatory changes.

Role Impact



The Risk Analyst (Transport) plays a vital role in strengthening operational resilience, reducing exposure, and ensuring safe, compliant, and reliable transport operations. By providing deep risk insight and driving mitigation strategies, this role directly enhances service quality, financial performance, and long-term organizational stability.



12.48 — Insurance & Claims Analyst

Finance Department — Risk, Insurance & Claims Management

Job Purpose

The Insurance & Claims Analyst is responsible for managing and analysing insurance policies, claims, and risk exposures across transport, warehousing, and logistics operations. This role ensures that claims are processed efficiently, insurance coverage is optimized, and risk-related costs are minimized. In a global logistics environment where cargo damage, delays, accidents, and liability exposures are inherent, the Insurance & Claims Analyst plays a critical role in protecting the company's financial interests, strengthening risk controls, and supporting operational resilience.

Key Responsibilities

1. Claims Management

- Manage end-to-end processing of cargo, liability, property, and transport-related claims.
- Coordinate with carriers, insurers, brokers, and internal teams to gather documentation and evidence.
- Track claim status, ensure timely submission, and follow up on settlements.

2. Claims Analysis & Reporting

- Analyze claim trends, root causes, and financial impact across modes and regions.
- Identify recurring issues and recommend corrective actions to reduce claim frequency and severity.
- Prepare monthly claims reports and dashboards for finance, operations, and risk leadership.

3. Insurance Policy Administration

- Support the administration of insurance policies including cargo, liability, fleet, property, and business interruption.
- Review policy terms, coverage limits, deductibles, and exclusions.
- Ensure alignment between operational needs and insurance coverage.

4. Risk Assessment & Mitigation Support

- Assist in identifying operational risks related to transport, warehousing, and freight handling.
- Provide insights to operations and HSE teams on risk drivers and mitigation opportunities.



- Support initiatives to reduce incidents, losses, and insurance-related costs.

5. Carrier & Supplier Claims Coordination

- Manage claims involving carriers, subcontractors, and third-party logistics providers.
- Review carrier liability, contractual terms, and recovery opportunities.
- Support procurement in evaluating carrier performance from a claims perspective.

6. Documentation & Compliance

- Ensure accurate and complete documentation for all claims and insurance activities.
- Maintain compliance with internal policies, legal requirements, and insurance standards.
- Support internal and external audits related to insurance and claims.

7. Financial Impact & Cost Control

- Track claim reserves, recoveries, and settlements.
- Analyze insurance premiums, deductibles, and cost-of-risk metrics.
- Support budgeting and forecasting of insurance-related expenses.

8. Cross-Functional Collaboration

- Work closely with operations, HSE, procurement, finance, and legal teams.
- Provide training and guidance on claims procedures and insurance requirements.
- Participate in incident reviews and continuous improvement initiatives.

9. Systems & Process Optimization

- Use ERP, claims management systems, and BI tools to track and analyze claims.
- Support automation and digitalization of claims workflows.
- Recommend process improvements to enhance efficiency and accuracy.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Claims Performance	Claim cycle time, settlement rate, recovery success
Cost of Risk	Reduction in claim costs, premium optimization



KPI Category	Example Indicators
Operational Impact	Reduction in incident frequency and severity
Compliance	Documentation accuracy, audit results
Reporting Quality	Timeliness and clarity of claims dashboards

Skills & Competencies

Technical Competencies

- Strong understanding of insurance policies claims processes, and liability frameworks.
- Knowledge of transport, cargo, and logistics-related risks.
- Proficiency in ERP systems, claims platforms, and BI tools.
- Familiarity with legal and regulatory requirements related to insurance and claims.

Behavioral Competencies

- Analytical mindset with strong attention to detail.
- Effective communication and negotiation skills.
- Ability to manage multiple claims and deadlines simultaneously.
- Proactive, structured, and solution-oriented.
- Strong stakeholder-management and collaboration skills.

Qualifications & Experience

- Bachelor's degree in risk management, Finance, Business, Law, or related field.
- 3–6 years of experience in insurance, claims management, logistics risk, or transport operations.
- Experience in freight forwarding, transport, or supply chain environments is highly advantageous.
- Familiarity with cargo insurance, liability frameworks, and international transport conventions (e.g., CMR, Hague-Visby, Montreal Convention).

Working Conditions

- Office-based role with regular interaction with operations, HSE, procurement, finance, and insurers.
- Occasional visits to warehouses, depots, or incident sites for claims investigation.



- Increased workload during peak claim periods, renewals, and major incidents.

Role Impact

The Insurance & Claims Analyst plays a vital role in protecting the company's financial and operational interests. By managing claims effectively, optimizing insurance coverage, and reducing risk-related costs, this role directly enhances resilience, profitability, and long-term business sustainability.



12.50 — SOX / Internal Controls Specialist

Finance Department — Internal Controls, Compliance & Governance

Job Purpose

The SOX / Internal Controls Specialist is responsible for designing, implementing, and monitoring internal controls across financial and operational processes to ensure compliance with SOX (Sarbanes-Oxley Act) requirements and internal governance standards. This role evaluates control effectiveness, supports audits, and partners with business units to strengthen financial integrity and reduce risk. In a logistics environment where high transaction volumes, decentralized operations, and complex billing cycles create inherent control challenges, the SOX / Internal Controls Specialist plays a critical role in safeguarding accuracy, compliance, and operational reliability.

Key Responsibilities

1. SOX Compliance Management

- Coordinate SOX compliance activities across finance, operations, and IT.
- Maintain process documentation, risk-control matrices (RCMs), and control narratives.
- Ensure timely execution of SOX testing, remediation, and certification processes.

2. Internal Controls Design & Evaluation

- Assess the design and operating effectiveness of internal controls across financial and operational processes.
- Identify control gaps, deficiencies, and improvement opportunities.
- Recommend enhancements to strengthen governance and reduce risk.

3. Testing & Documentation

- Perform walkthroughs, control testing, and evidence reviews.
- Document test results, findings, and remediation requirements.
- Ensure compliance with internal audit and SOX documentation standards.

4. Remediation & Continuous Improvement

- Work with process owners to develop and implement remediation plans.
- Track progress and validate closure of control deficiencies.
- Promote standardization and automation of controls across regions and business units.

5. Cross-Functional Collaboration



- Partner with finance, operations, IT, procurement, and commercial teams to embed strong controls.
- Provide guidance on control requirements during process changes, system upgrades, and new initiatives.
- Support training and awareness on internal controls and SOX compliance.

6. Audit Support

- Support internal and external auditors with documentation, evidence, and process explanations.
- Coordinate audit requests and ensure timely responses.
- Address audit findings and support corrective action plans.

7. Risk Assessment & Monitoring

- Support annual risk assessments to identify key processes and control priorities.
- Monitor emerging risks related to financial reporting, systems, and operational processes.
- Maintain control inventories and ensure alignment with risk profiles.

8. Policy & Governance Support

- Assist in developing and updating internal control policies, procedures, and governance frameworks.
- Ensure adherence to financial policies, approval workflows, and segregation-of-duties requirements.
- Support compliance with regulatory and corporate governance standards.

9. Systems & Data Integrity

- Use ERP systems, GRC platforms, and BI tools to monitor controls and analyze data.
- Support automation initiatives such as continuous control monitoring.
- Ensure accuracy and completeness of control-related data.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
SOX Compliance	Timely completion of testing, reduction in deficiencies
Control Effectiveness	Reduction in control failures, improved audit results
Remediation Quality	On-time closure of findings, sustainability of fixes



KPI Category	Example Indicators
Governance & Documentation	Accuracy of RCMs, completeness of process documentation
Stakeholder Engagement	Training participation, process owner satisfaction

Skills & Competencies

Technical Competencies

- Strong understanding of SOX requirements, internal controls, and risk management frameworks.
- Knowledge of financial reporting processes, operational workflows, and IT controls.
- Proficiency in ERP systems, GRC tools, and BI platforms.
- Familiarity with audit methodologies and regulatory compliance standards.

behavioural Competencies

- Analytical mindset with strong attention to detail.
- Excellent communication and documentation skills.
- High integrity, objectivity, and professional scepticism.
- Ability to influence stakeholders and drive accountability.
- Organized, proactive, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, or related field.
- 3–6 years of experience in internal controls, SOX compliance, internal audit, or financial governance.
- Experience in transport, logistics, freight forwarding, or multinational environments is advantageous.
- Professional certifications (e.g., CIA, CPA, CISA) are a strong plus.

Working Conditions

- Office-based role with regular interaction across finance, operations, IT, procurement, and audit teams.
- Occasional travel to regional offices, warehouses, and operational sites.
- Increased workload during SOX cycles, audits, and system changes.

Role Impact



The SOX / Internal Controls Specialist plays a vital role in strengthening financial governance, reducing risk, and ensuring compliance across the organization. By enhancing control effectiveness and supporting SOX readiness, this role directly contributes to financial accuracy, operational reliability, and long-term business sustainability.



12.51 — Fraud Prevention Analyst

Finance Department — Risk, Compliance & Fraud Management

Job Purpose

The Fraud Prevention Analyst is responsible for detecting, investigating, and preventing fraudulent activities across financial, commercial, and operational processes. This role monitors transactional data, identifies anomalies, strengthens internal controls, and supports investigations to protect the organization from financial loss, reputational damage, and operational disruption. In a global logistics environment where high transaction volumes, decentralized operations, and complex supply chains create opportunities for fraud, the Fraud Prevention Analyst plays a critical role in safeguarding integrity and strengthening trust.

Key Responsibilities

1. Fraud Detection & Monitoring

- Monitor financial and operational transactions for unusual patterns, anomalies, or red flags.
- Use data analytics, dashboards, and exception reports to identify potential fraud risks.
- Conduct proactive reviews of high-risk processes such as billing, procurement, payments, and claims.

2. Investigations & Case Management

- Support or lead investigations into suspected fraud, misconduct, or policy violations.
- Gather evidence, conduct interviews, and document findings in a structured manner.
- Collaborate with legal, HR, internal audit, and compliance teams on case resolution.

3. Risk Assessment & Control Evaluation

- Conduct fraud risk assessments across finance, operations, procurement, and commercial functions.
- Identify control weaknesses and recommend enhancements to reduce fraud exposure.
- Support implementation of preventive controls such as segregation of duties, approval workflows, and access restrictions.

4. Data Analytics & Continuous Monitoring



- Develop and maintain fraud detection models, exception reports, and risk indicators.
- Use BI tools to analyse trends in payments, claims, expenses, and operational data.
- Support automation of fraud monitoring processes.

5. Policy & Governance Support

- Support development and maintenance of fraud prevention policies, procedures, and guidelines.
- Ensure adherence to anti-fraud, anti-bribery, and ethical conduct standards.
- Monitor compliance with internal controls and governance frameworks.

6. Training & Awareness

- Deliver training on fraud risks, red flags, and reporting procedures.
- Promote a culture of integrity and ethical behaviour across the organization.
- Provide guidance to operational teams on fraud-resistant processes.

7. Reporting & Documentation

- Prepare fraud investigation reports, dashboards, and risk summaries.
- Track fraud cases, losses, recoveries, and remediation actions.
- Present insights and recommendations to finance, risk, and compliance leadership.

8. Cross-Functional Collaboration

- Work closely with finance, operations, procurement, HR, legal, and internal audit.
- Support procurement in evaluating supplier integrity and conflict-of-interest risks.
- Collaborate with IT on access controls, system monitoring, and cybersecurity-related fraud risks.

9. Continuous Improvement

- Identify opportunities to strengthen fraud prevention processes and tools.
- Support digital initiatives such as automated alerts, AI-based anomaly detection, and continuous control monitoring.
- Benchmark fraud prevention practices against industry standards.

Key Performance Indicators (KPIs)



KPI Category	Example Indicators
Fraud Detection	Number of cases identified detection accuracy
Investigation Quality	Timeliness, completeness, and clarity of investigations
Risk Reduction	Reduction in fraud incidents, improved control effectiveness
Training & Awareness	Training completion rates, reduction in repeat issues
Reporting Quality	Timeliness and clarity of dashboards and reports

Skills & Competencies

Technical Competencies

- Strong understanding of fraud schemes, red flags, and investigative techniques.
- Knowledge of financial processes, procurement, billing, and logistics workflows.
- Proficiency in ERP systems, BI tools, and data analytics.
- Familiarity with internal controls, compliance frameworks, and forensic methodologies.

behavioural Competencies

- High integrity, objectivity, and professional scepticism.
- Strong analytical and problem-solving abilities.
- Excellent communication and report-writing skills.
- Ability to handle sensitive information with discretion.
- Proactive, detail-oriented, and able to manage multiple investigations.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Risk Management, or related field.
- 3–6 years of experience in fraud prevention, internal audit, compliance, or forensic analysis.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Professional certifications (e.g., CFE, CIA, CAMS) are a strong plus.

Working Conditions

- Office-based role with regular interaction across finance, operations, procurement, HR, legal, and compliance.



- Occasional travel to regional offices, warehouses, or operational sites for investigations.
- Increased workload during investigations, audits, and periods of heightened risk.

Role Impact

The Fraud Prevention Analyst plays a vital role in protecting the organization from financial loss, operational disruption, and reputational damage. By detecting fraud early, strengthening controls, and promoting ethical conduct, this role directly enhances organizational integrity, financial stability, and long-term business sustainability.



12.52 — Trade Compliance Finance Specialist

Finance Department — Trade Compliance, Customs Governance & Financial Controls

Job Purpose

The Trade Compliance Finance Specialist ensures that all cross-border financial transactions, customs-related charges, and trade-linked financial processes comply with international trade regulations, internal policies, and financial governance standards. This role bridges finance and trade compliance, ensuring accurate duty and tax calculations, proper documentation, and adherence to customs and sanctions requirements. In a global logistics environment where customs errors, mis-declarations, and regulatory breaches can lead to significant financial penalties and operational delays, the Trade Compliance Finance Specialist plays a critical role in safeguarding compliance, reducing risk, and supporting efficient global trade flows.

Key Responsibilities

1. Trade Compliance Oversight (Finance Focus)

- Ensure financial processes related to customs, duties, VAT, and trade taxes comply with regulatory requirements.
- Review customs declarations, invoices, and supporting documents for accuracy and compliance.
- Monitor adherence to sanctions, export controls, and restricted-party screening.

2. Duty, Tax & Tariff Validation

- Validate duty, tariff, VAT, and excise calculations for import and export transactions.
- Support classification and valuation processes to ensure correct HS codes and customs values.
- Analyze duty-related costs and identify opportunities for optimization (e.g., free-trade agreements, duty drawback).

3. Financial Controls for Trade Processes

- Assess internal controls related to customs billing, landed cost calculations, and trade-related payments.
- Identify control gaps and recommend improvements to strengthen compliance and financial accuracy.
- Support implementation of governance frameworks for trade-linked financial processes.

4. Documentation & Recordkeeping



- Ensure complete and accurate documentation for customs audits, financial audits, and regulatory reviews.
- Maintain records of import/export transactions, customs entries, and compliance evidence.
- Support digitalization of trade documentation and control workflows.

5. Risk Assessment & Monitoring

- Conduct risk assessments related to customs compliance, sanctions exposure, and trade-linked financial processes.
- Monitor key compliance indicators and escalate potential risks.
- Track regulatory changes affecting customs, duties, and trade finance.

6. Audit Support

- Support internal and external audits related to customs, trade compliance, and financial controls.
- Prepare documentation, respond to audit queries, and support remediation of findings.
- Ensure alignment with SOX, internal audit, and corporate governance requirements.

7. Cross-Functional Collaboration

- Work closely with customs teams, operations, procurement, legal, and finance.
- Support commercial teams in understanding trade-related financial implications.
- Collaborate with IT on system controls, data accuracy, and automation of compliance processes.

8. Training & Awareness

- Provide training on customs compliance, duty calculations, sanctions, and trade-related financial controls.
- Promote a culture of compliance across finance, operations, and commercial teams.
- Support onboarding of new employees involved in trade-linked processes.

9. Continuous Improvement

- Identify opportunities to streamline customs billing, duty validation, and trade-related financial workflows.
- Support automation initiatives such as automated classification, screening, and landed-cost engines.



- Benchmark trade compliance finance practices against industry standards.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Trade Compliance	Customs accuracy, sanctions compliance, audit results
Financial Accuracy	Duty/tax calculation accuracy, reduction in customs penalties
Risk Management	Reduction in compliance incidents, timely mitigation of risks
Process Efficiency	Automation rate, cycle time for customs billing
Documentation Quality	Completeness and accuracy of trade records

Skills & Competencies

Technical Competencies

- Strong understanding of customs regulations, HS classification, valuation, and trade compliance.
- Knowledge of duty, VAT, excise, and other trade-related financial requirements.
- Proficiency in ERP systems, customs platforms, and BI tools.
- Familiarity with sanctions, export controls, and restricted-party screening.

Behavioral Competencies

- High integrity, objectivity, and attention to detail.
- Strong analytical and problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Proactive, structured, and able to manage multiple priorities.
- Ability to influence and promote compliance culture.

Qualifications & Experience

- Bachelor's degree in finance, International Trade, Supply Chain, Business, or related field.
- 3–6 years of experience in trade compliance, customs finance, or international logistics.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Professional certifications (e.g., CCS, CES, CTPAT, CILT) are a strong plus.



Working Conditions

- Office-based role with regular interaction with customs, finance, operations, procurement, and legal teams.
- Occasional travel to warehouses, customs offices, or operational sites.
- Increased workload during audits, regulatory changes, and peak trade periods.

Role Impact

The Trade Compliance Finance Specialist plays a vital role in ensuring compliant, efficient, and financially accurate cross-border operations. By safeguarding customs integrity, optimizing duty and tax processes, and strengthening financial controls, this role directly enhances operational reliability, reduces regulatory risk, and supports sustainable global trade.



12.53 — Procurement Analyst (Transport Services)

Finance Department — Procurement, Transport Sourcing & Cost Optimization

Job Purpose

The Procurement Analyst (Transport Services) supports the sourcing, evaluation, and optimization of transport-related procurement activities across road, air, ocean, and multimodal logistics. This role ensures that carrier rates, contracts, and service agreements deliver competitive value, operational reliability, and financial efficiency. In a sector where freight costs, capacity constraints, and market volatility directly impact margins, the Procurement Analyst plays a critical role in enabling cost-effective transport operations and strengthening supplier performance.

Key Responsibilities

1. Transport Spend Analysis

- Analyse transport spend across modes, regions, and carriers.
- Identify cost-saving opportunities, rate discrepancies, and inefficiencies.
- Support development of category strategies based on spend insights.

2. Carrier Rate Benchmarking

- Benchmark carrier rates against market indices, historical trends, and competitive quotes.
- Evaluate rate structures, surcharges, and accessorial fees.
- Provide insights to support negotiations and tender decisions.

3. Tender & RFQ Support

- Prepare data, cost models, and evaluation criteria for transport tenders.
- Analyse carrier proposals and assess commercial competitiveness.
- Support cross-functional tender teams with financial and operational insights.

4. Contract & Rate Management

- Maintain accurate rate sheets, contract terms, and pricing databases.
- Validate rate updates and ensure alignment with procurement policies.
- Monitor contract compliance and identify deviations or leakage.

5. Supplier Performance Monitoring

- Track carrier KPIs such as on-time performance, cost adherence, and service quality.
- Support supplier reviews with performance dashboards and analytics.



- Identify underperforming carriers and recommend corrective actions.

6. Cost Optimization & Scenario Modelling

- Conduct cost-to-serve analysis for transport lanes and customer flows.
- Model the financial impact of routing changes, modal shifts, or carrier switches.
- Support initiatives to reduce freight costs and improve margin performance.

7. Market Intelligence

- Monitor freight market trends, capacity shifts, fuel price movements, and regulatory changes.
- Provide insights on market conditions affecting transport procurement.
- Support strategic planning with up-to-date market intelligence.

8. Cross-Functional Collaboration

- Work closely with operations, commercial, finance, and supply chain teams.
- Support operations in resolving carrier-related issues impacting cost or service.
- Collaborate with finance on budgeting, forecasting, and cost variance analysis.

9. Systems & Data Integrity

- Use ERP, TMS, procurement platforms, and BI tools to analyze transport data.
- Ensure accuracy of rate tables, carrier master data, and procurement records.
- Support digitalization of procurement processes and analytics.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Efficiency	Savings achieved, cost-avoidance, rate competitiveness
Data Accuracy	Rate table accuracy, contract compliance
Supplier Performance	Carrier KPI adherence, service reliability
Process Effectiveness	Tender cycle time, analysis quality
Market Responsiveness	Timeliness of insights, alignment with market trends

Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Understanding of transport procurement, freight markets, and carrier pricing.



- Proficiency in ERP, TMS, procurement systems, and BI tools.
- Knowledge of rate structures, surcharges, and logistics cost drivers.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and data-driven.
- Ability to work cross-functionally and influence decisions.
- Organized, structured, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in supply chain, Logistics, Finance, Business, or related field.
- 2–5 years of experience in procurement, transport sourcing, logistics analytics, or supply chain finance.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Strong experience with procurement analytics and transport cost modelling.

Working Conditions

- Office-based role with regular interaction with procurement, operations, finance, and carrier partners.
- Occasional participation in supplier meetings, tender workshops, and market reviews.
- Increased workload during tender cycles, budgeting periods, and major sourcing initiatives.

Role Impact

The Procurement Analyst (Transport Services) plays a vital role in optimizing freight costs, improving supplier performance, and supporting strategic sourcing decisions. By delivering strong analytics, market insights, and cost-optimization support, this role directly enhances margin performance, operational efficiency, and long-term competitiveness.

Here is a **complete, polished, and publication-ready Job Description** for **12.54 — Carrier Cost Analyst**, crafted to align seamlessly with your 12.xx Finance Job Family and tailored to the cost-control, carrier-management, and freight-spend realities of transport, logistics, and supply chain organizations.



12.54 — Carrier Cost Analyst

Finance Department — Transport Procurement, Cost Control & Carrier Performance

Job Purpose

The Carrier Cost Analyst is responsible for analyzing, validating, and optimizing carrier-related costs across all transport modes, including road, air, ocean, and multimodal logistics. This role ensures that carrier invoices, rate structures, and surcharges are accurate, competitive, and aligned with contractual agreements. In a sector where freight costs represent a major share of total spend and market volatility can rapidly erode margins, the Carrier Cost Analyst plays a critical role in protecting profitability, improving cost transparency, and supporting strategic sourcing decisions.

Key Responsibilities

1. Carrier Cost Validation

- Review and validate carrier invoices, rate applications, and surcharges.
- Identify discrepancies between contracted rates and actual charges.
- Coordinate with carriers and internal teams to resolve billing issues.

2. Freight Spend Analysis

- Analyse freight spend by mode, lane, carrier, and customer.
- Identify cost drivers, inefficiencies, and opportunities for savings.
- Support budgeting and forecasting with accurate cost insights.

3. Rate & Contract Management

- Maintain up-to-date rate sheets, tariffs, and carrier contracts.
- Ensure correct implementation of rates in ERP/TMS systems.
- Monitor compliance with contractual terms and service agreements.

4. Surcharge & Accessorial Monitoring

- Track fuel surcharges, peak season fees, detention/demurrage, and other accessories.
- Validate surcharge calculations and ensure correct customer billing.
- Identify trends and recommend mitigation strategies.

5. Cost Modelling & Scenario Analysis

- Develop cost models for new lanes, modal shifts, and carrier changes.



- Assess financial impact of market fluctuations, capacity constraints, or routing changes.
- Support procurement and commercial teams with data-driven decision-making.

6. Carrier Performance Support

- Analyse carrier KPIs such as cost adherence, invoice accuracy, and service reliability.
- Provide insights for carrier reviews and performance improvement plans.
- Support procurement in evaluating carrier competitiveness.

7. Market Intelligence

- Monitor freight market trends, rate movements, and capacity dynamics.
- Provide insights on cost implications of market changes.
- Support strategic sourcing with up-to-date market intelligence.

8. Cross-Functional Collaboration

- Work closely with procurement, operations, finance, and commercial teams.
- Support operations in resolving cost-related carrier issues.
- Collaborate with billing teams to ensure accurate customer invoicing.

9. Systems & Data Integrity

- Use ERP, TMS, procurement platforms, and BI tools to analyse carrier data.
- Ensure accuracy of rate tables, carrier master data, and cost records.
- Support digitalization of cost-control processes and analytics.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Accuracy	Invoice accuracy, reduction in overcharges
Cost Efficiency	Savings achieved, cost-avoidance, rate competitiveness
Data Integrity	Rate table accuracy, contract compliance
Process Effectiveness	Issue resolution time, analysis quality
Market Responsiveness	Timeliness of insights, alignment with market trends
Skills & Competencies	
Technical Competencies	



- Strong analytical and financial modelling skills.
- Understanding of carrier pricing, freight markets, and transport cost structures.
- Proficiency in ERP, TMS, procurement systems, and BI tools.
- Knowledge of surcharges, tariffs, and logistics cost drivers.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and data-driven.
- Ability to work cross-functionally and influence decisions.
- Organized, structured, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in supply chain, Logistics, Finance, Business, or related field.
- 2–5 years of experience in transport cost analysis, procurement analytics, or logistics finance.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Strong experience with carrier cost modelling and freight spend analytics.

Working Conditions

- Office-based role with regular interaction with procurement, operations, finance, and carrier partners.
- Occasional participation in supplier meetings, cost reviews, and tender workshops.
- Increased workload during tender cycles, budgeting periods, and major sourcing initiatives.

Role Impact

The Carrier Cost Analyst plays a vital role in protecting margins, improving cost transparency, and supporting strategic sourcing decisions. By validating carrier costs, analysing freight spend, and providing actionable insights, this role directly enhances financial performance, operational efficiency, and long-term competitiveness.



12.55 — Vendor Finance Coordinator

Finance Department — Vendor Management, Accounts Payable & Transport Finance

Job Purpose

The Vendor Finance Coordinator is responsible for managing the financial relationship with transport and logistics vendors, ensuring accurate invoicing, timely payments, and strong compliance with contractual and financial controls. This role supports the end-to-end vendor finance cycle, including invoice validation, dispute resolution, rate verification, and vendor account reconciliation. In a logistics environment where carrier costs, accessorial charges, and high transaction volumes can significantly impact working capital and profitability, the Vendor Finance Coordinator plays a crucial role in maintaining financial accuracy, strengthening vendor relationships, and supporting operational continuity.

Key Responsibilities

1. Vendor Invoice Processing & Validation

- Review and validate vendor invoices for transport services, ensuring alignment with contracted rates and service agreements.
- Verify surcharges, accessories, and additional fees for accuracy.
- Coordinate with procurement, operations, and carriers to resolve discrepancies.

2. Vendor Account Reconciliation

- Reconcile vendor statements and resolve outstanding balances or disputed items.
- Maintain accurate vendor account records and ensure timely updates.
- Support month-end closing activities related to vendor accruals and cost recognition.

3. Rate & Contract Compliance

- Ensure correct implementation of carrier rates in ERP/TMS systems.
- Monitor compliance with contractual terms, service levels, and pricing structures.
- Flag deviations and support corrective actions with procurement and operations.

4. Payment Coordination

- Prepare payment proposals and ensure timely processing of vendor payments.
- Monitor payment schedules and support working capital objectives.
- Address vendor inquiries related to payment status or invoice issues.



5. Dispute Resolution

- Investigate billing discrepancies, service failures, or rate mismatches.
- Collaborate with carriers, operations, and procurement to resolve disputes efficiently.
- Track dispute trends and recommend process improvements.

6. Vendor Performance Support

- Provide financial insights for vendor performance reviews.
- Track invoice accuracy, dispute frequency, and cost adherence.
- Support procurement in evaluating vendor reliability and financial compliance.

7. Reporting & Analytics

- Prepare reports on vendor spend, invoice accuracy, dispute volumes, and payment performance.
- Support budgeting and forecasting with accurate vendor cost data.
- Develop dashboards to improve visibility of vendor finance KPIs.

8. Systems & Data Integrity

- Use ERP, TMS, AP systems, and BI tools to manage vendor finance data.
- Ensure accuracy of vendor master data, rate tables, and financial records.
- Support digitalization initiatives such as automated invoice matching and e-invoicing.

9. Cross-Functional Collaboration

- Work closely with procurement, operations, finance, and carrier partners.
- Support operational teams in resolving vendor-related financial issues.
- Collaborate with AP teams to streamline invoice and payment workflows.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Invoice Accuracy	Reduction in discrepancies, first-time-right rate
Payment Performance	On-time payments, reduction in overdue vendor balances
Cost Compliance	Rate adherence, reduction in overcharges
Dispute Management	Resolution cycle time, dispute volume reduction



KPI Category	Example Indicators
Data Quality	Vendor master accuracy, rate table integrity

kills & Competencies

Technical Competencies

- Strong understanding of accounts payable, vendor finance, and transport cost structures.
- Knowledge of carrier pricing, surcharges, and logistics billing.
- Proficiency in ERP, TMS, AP systems, and BI tools.
- Familiarity with financial controls, reconciliation processes, and contract compliance.

Behavioural Competencies

- Detail-oriented with strong analytical and problem-solving skills.
- Effective communication and stakeholder-management abilities.
- Organized, reliable, and able to manage high transaction volumes.
- Proactive, collaborative, and commercially minded.
- Strong integrity and commitment to financial accuracy.

Qualifications & Experience

- Bachelor's degree in finance, Accounting, Business, Supply Chain, or related field.
- 2–5 years of experience in vendor finance, accounts payable, transport billing, or logistics finance.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Strong experience with invoice validation, cost reconciliation, and vendor coordination.

Working Conditions

- Office-based role with regular interaction with procurement, operations, finance, and carrier partners.
- Increased workload during month-end, quarter-end, and peak transport periods.
- Occasional participation in vendor meetings, audits, or process-improvement workshops.

Role Impact



The Vendor Finance Coordinator plays a vital role in ensuring financial accuracy, maintaining strong vendor relationships, and supporting cost-efficient transport operations. By validating costs, resolving disputes, and ensuring timely payments, this role directly contributes to working capital performance, operational reliability, and long-term financial stability.



12.56 — Contract Analyst (Transport & Logistics)

Finance Department — Contract Governance, Transport Procurement & Commercial Support

Job Purpose

The Contract Analyst (Transport & Logistics) is responsible for managing, analyzing, and optimizing contracts related to transport services, logistics operations, and supply chain partnerships. This role ensures that contractual terms, rates, service levels, and financial obligations are accurately implemented, monitored, and adhered to across the organization. In a sector where complex carrier agreements, fluctuating freight markets, and multi-modal operations create significant financial exposure, the Contract Analyst plays a critical role in safeguarding compliance, improving cost transparency, and supporting strategic decision-making.

Key Responsibilities

1. Contract Review & Analysis

- Analyse transport and logistics contracts, including rate structures, service-level agreements (SLAs), surcharges, and accessorial terms.
- Identify financial, operational, and compliance risks within contract clauses.
- Provide insights to procurement, finance, and operations during contract negotiations.

2. Rate & Terms Implementation

- Ensure accurate implementation of contracted rates and terms in ERP/TMS systems.
- Validate alignment between contract documents, rate tables, and operational workflows.
- Monitor rate changes and ensure timely updates across systems and stakeholders.

3. Contract Compliance Monitoring

- Track adherence to contractual obligations by carriers, suppliers, and internal teams.
- Identify deviations such as rate leakage, service failures, or non-compliant billing.
- Support corrective actions and escalation processes.

4. Financial Impact Assessment

- Analyse the financial implications of contract terms, rate adjustments, and market changes.



- Support cost-to-serve analysis, lane profitability reviews, and margin assessments.
- Provide insights for budgeting, forecasting, and procurement strategy.

5. Contract Lifecycle Management

- Maintain a centralized repository of transport and logistics contracts.
- Track contract renewals, expirations, and key milestones.
- Support procurement in preparing for renegotiations and tender cycles.

6. Dispute Resolution Support

- Investigate discrepancies between contracted terms and actual charges.
- Collaborate with carriers, procurement, and operations to resolve disputes.
- Document root causes and recommend process improvements.

7. Reporting & Dashboards

- Develop dashboards tracking contract compliance, rate accuracy, and financial impact.
- Prepare monthly reports for procurement, finance, and operations leadership.
- Highlight risks, opportunities, and performance trends.

8. Market & Regulatory Monitoring

- Monitor freight market trends, regulatory changes, and industry benchmarks.
- Assess how external factors impact contract performance and cost structures.
- Provide insights to support strategic sourcing and contract adjustments.

9. Cross-Functional Collaboration

- Work closely with procurement, operations, finance, legal, and commercial teams.
- Support commercial teams in understanding contract implications for pricing and customer agreements.
- Collaborate with legal on contract interpretation and risk mitigation.

Key Performance Indicators (KPIs)

KPI Category

Example Indicators

Contract Compliance Rate adherence, reduction in contract deviations

Financial Accuracy Reduction in overcharges, improved cost alignment



KPI Category	Example Indicators
Process Efficiency	Timeliness of rate updates, contract cycle time
Risk Management	Reduction in contract-related disputes or exposures
Reporting Quality	Accuracy and clarity of dashboards and analyses

Skills & Competencies

Technical Competencies

- Strong understanding of transport contracts, rate structures, and logistics operations.
- Proficiency in ERP, TMS, contract management systems, and BI tools.
- Knowledge of freight markets, surcharges, and cost drivers.
- Familiarity with legal terminology and contract governance principles.

Behavioural Competencies

- Analytical, detail-oriented, and structured.
- Strong communication and stakeholder-management skills.
- Commercially minded and proactive.
- Able to work cross-functionally and influence decisions.
- High integrity and commitment to accuracy.

Qualifications & Experience

- Bachelor's degree in supply chain, Logistics, Finance, Business, or related field.
- 3–6 years of experience in contract analysis, transport procurement, logistics finance, or commercial operations.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Strong experience with contract interpretation, rate analysis, and cost modelling.

Working Conditions

- Office-based role with regular interaction with procurement, operations, finance, legal, and carrier partners.
- Increased workload during tender cycles, contract renewals, and budgeting periods.
- Occasional participation in supplier meetings, audits, or process-improvement workshops.



Role Impact

The Contract Analyst (Transport & Logistics) plays a vital role in ensuring contractual integrity, optimizing transport costs, and supporting strategic sourcing decisions. By analyzing contracts, validating rates, and monitoring compliance, this role directly enhances financial performance, operational reliability, and long-term competitiveness.



12.57 — Supplier Performance Analyst

Finance Department — Supplier Management, Transport Procurement & Performance Analytics

Job Purpose

The Supplier Performance Analyst is responsible for evaluating, monitoring, and improving the performance of transport and logistics suppliers, including carriers, warehouse operators, and service partners. This role ensures that suppliers meet contractual obligations, deliver consistent service quality, and support the company's cost, reliability, and compliance objectives. In a logistics environment where supplier performance directly impacts customer satisfaction, operational efficiency, and financial outcomes, the Supplier Performance Analyst plays a critical role in strengthening supplier relationships and driving continuous improvement.

Key Responsibilities

1. Supplier Performance Monitoring

- Track and analyse supplier KPIs such as on-time performance, cost adherence, service quality, and dispute frequency.
- Develop dashboards and scorecards to evaluate supplier performance across regions and modes.
- Identify performance gaps and escalate issues to procurement and operations.

2. Data Analysis & Insights

- Analyse operational and financial data to identify trends, risks, and improvement opportunities.
- Conduct root-cause analysis for service failures, cost deviations, or recurring disputes.
- Provide actionable insights to support supplier reviews and strategic sourcing decisions.

3. Supplier Review & Governance

- Support regular supplier performance reviews with procurement and operations.
- Prepare performance reports, scorecards, and improvement recommendations.
- Track corrective actions and monitor progress against agreed targets.

4. Contract & SLA Compliance

- Monitor supplier adherence to contractual terms, service-level agreements (SLAs), and pricing structures.



- Identify deviations such as rate leakage, service failures, or non-compliant billing.
- Collaborate with procurement and legal to address compliance issues.

5. Cost & Efficiency Analysis

- Evaluate supplier cost performance, including rate adherence, surcharge accuracy, and cost-to-serve.
- Support initiatives to reduce supplier-related costs and improve operational efficiency.
- Provide insights for budgeting, forecasting, and procurement strategy.

6. Issue Resolution Support

- Investigate supplier-related issues such as service failures, billing discrepancies, or operational disruptions.
- Coordinate with carriers, warehouse partners, and internal teams to resolve issues.
- Document root causes and recommend process improvements.

7. Market & Benchmarking Analysis

- Benchmark supplier performance against industry standards and market trends.
- Monitor freight market conditions, capacity shifts, and regulatory changes impacting supplier performance.
- Provide insights to support supplier selection and contract negotiations.

8. Cross-Functional Collaboration

- Work closely with procurement, operations, finance, commercial, and quality teams.
- Support operations in addressing supplier-related challenges impacting service or cost.
- Collaborate with finance on cost variance analysis and supplier-related financial reporting.

9. Systems & Data Integrity

- Use ERP, TMS, procurement platforms, and BI tools to analyze supplier data.
- Ensure accuracy of supplier master data, rate tables, and performance records.
- Support digitalization of supplier performance management processes.



Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Supplier Performance	On-time performance, service quality, cost adherence
Compliance	SLA compliance, rate adherence, reduction in deviations
Issue Resolution	Resolution cycle time, reduction in recurring issues
Cost Efficiency	Savings achieved, reduction in supplier-related costs
Reporting Quality	Accuracy and clarity of dashboards and analyses

Skills & Competencies

Technical Competencies

- Strong analytical and data-modelling skills.
- Understanding of transport operations, logistics workflows, and supplier KPIs.
- Proficiency in ERP, TMS, procurement systems, and BI tools.
- Knowledge of rate structures, SLAs, and supplier governance frameworks.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and data-driven.
- Able to work cross-functionally and influence decisions.
- Organized, structured, and committed to continuous improvement.

Qualifications & Experience

- Bachelor's degree in supply chain, Logistics, Finance, Business, or related field.
- 2–5 years of experience in supplier performance management, procurement analytics, transport operations, or logistics finance.
- Experience in transport, logistics, freight forwarding, or multinational environments is highly advantageous.
- Strong experience with KPI analysis, supplier scorecards, and performance dashboards.

Working Conditions

- Office-based role with regular interaction with procurement, operations, finance, and supplier partners.



- Occasional participation in supplier reviews, audits, and performance workshops.
- Increased workload during tender cycles, budgeting periods, and major performance initiatives.

Role Impact

The Supplier Performance Analyst plays a vital role in ensuring reliable, cost-efficient, and compliant supplier operations. By delivering strong analytics, monitoring performance, and driving improvements, this role directly enhances service quality, operational efficiency, and long-term competitiveness.



12.58 — Fuel Procurement Analyst

Finance Department — Fuel Management, Procurement & Cost Optimization

Job Purpose

The Fuel Procurement Analyst is responsible for analysing, sourcing, and optimizing fuel-related costs across the organization's transport operations. This role ensures that fuel purchasing strategies, supplier agreements, and pricing mechanisms deliver cost efficiency, supply reliability, and compliance with internal controls. In a logistics environment where fuel is one of the largest and most volatile cost drivers, the Fuel Procurement Analyst plays a critical role in protecting margins, improving cost transparency, and supporting operational resilience.

Key Responsibilities

1. Fuel Spend Analysis

- Analyse fuel consumption, spend, and pricing trends across regions, fleets, and transport modes.
- Identify cost-saving opportunities, inefficiencies, and anomalies.
- Support budgeting and forecasting with accurate fuel cost insights.

2. Supplier & Market Benchmarking

- Benchmark fuel prices against market indices, wholesale rates, and competitor benchmarks.
- Evaluate supplier pricing structures, discounts, and contract terms.
- Provide insights to support negotiations and sourcing decisions.

3. Fuel Procurement Support

- Assist in developing fuel procurement strategies, including bulk purchasing, fuel cards, and hedging considerations.
- Support tender processes, supplier evaluations, and contract renewals.
- Ensure alignment between operational needs and procurement strategies.

4. Contract & Price Management

- Maintain accurate fuel price tables, contract terms, and supplier agreements.
- Validate price updates and ensure correct implementation in ERP/TMS systems.
- Monitor compliance with contractual pricing mechanisms and service levels.

5. Fuel Consumption Monitoring

- Track fuel usage by vehicle, route, carrier, or business unit.



- Identify abnormal consumption patterns and potential inefficiencies.
- Collaborate with operations to improve fuel efficiency and reduce waste.

6. Surcharge & Index Management

- Monitor fuel surcharge indices and validate surcharge calculations.
- Ensure correct application of fuel surcharges in customer billing and carrier payments.
- Analyse the financial impact of surcharge changes on margins.

7. Market Intelligence

- Monitor global and regional fuel markets, including crude oil trends, refinery output, and regulatory changes.
- Provide timely insights on market conditions affecting fuel procurement.
- Support strategic planning with up-to-date market intelligence.

8. Reporting & Dashboards

- Develop dashboards tracking fuel spend, consumption, supplier performance, and market trends.
- Prepare monthly reports for procurement, finance, and operations leadership.
- Highlight risks, opportunities, and performance trends.

9. Cross-Functional Collaboration

- Work closely with procurement, operations, finance, and fleet management teams.
- Support operations in resolving fuel-related issues impacting cost or service.
- Collaborate with finance on cost variance analysis and forecasting.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Cost Efficiency	Savings achieved, cost-avoidance, price competitiveness
Data Accuracy	Accuracy of fuel price tables, consumption data integrity
Supplier Performance	Pricing adherence, service reliability
Process Effectiveness	Timeliness of updates, analysis quality
Market Responsiveness	Speed and relevance of market insights



Skills & Competencies

Technical Competencies

- Strong analytical and financial modelling skills.
- Understanding of fuel markets, pricing mechanisms, and procurement strategies.
- Proficiency in ERP, TMS, procurement systems, and BI tools.
- Knowledge of fuel surcharges, consumption metrics, and cost drivers.

Behavioural Competencies

- Detail-oriented with strong problem-solving abilities.
- Effective communication and stakeholder-management skills.
- Commercially minded, proactive, and data-driven.
- Able to work cross-functionally and influence decisions.
- Organized, structured, and able to manage multiple priorities.

Qualifications & Experience

- Bachelor's degree in supply chain, Logistics, Finance, Business, or related field.
- 2–5 years of experience in fuel procurement, transport cost analysis, or logistics finance.
- Experience in transport, logistics, freight forwarding, or fleet management is highly advantageous.
- Strong experience with fuel cost modelling and market analysis.

Working Conditions

- Office-based role with regular interaction with procurement, operations, finance, and fuel suppliers.
- Occasional participation in supplier meetings, tender workshops, and market reviews.
- Increased workload during tender cycles, budgeting periods, and periods of fuel price volatility.

Role Impact

The Fuel Procurement Analyst plays a vital role in controlling one of the most significant cost drivers in transport operations. By optimizing fuel procurement, monitoring consumption, and providing actionable insights, this role directly enhances margin performance, operational efficiency, and long-term competitiveness.



12.59 — Finance Data Analyst

Finance Department — Data Analytics, Performance Management & Digital Finance

Job Purpose

The Finance Data Analyst is responsible for transforming financial and operational data into actionable insights that support decision-making across the organization. This role develops dashboards, analytical models, and performance reports that enhance visibility into costs, profitability, working capital, and operational efficiency. In a logistics environment where high-volume transactions, complex freight flows, and dynamic market conditions demand real-time intelligence, the Finance Data Analyst plays a critical role in enabling data-driven financial management and continuous improvement.

Key Responsibilities

1. Financial Data Analysis

- Analyse financial data related to revenue, costs, margins, and working capital.
- Identify trends, anomalies, and improvement opportunities.
- Support budgeting, forecasting, and variance analysis with data-driven insights.

2. Dashboard & Reporting Development

- Build and maintain dashboards in BI tools (e.g., Power BI, Tableau, Qlik).
- Develop automated reports for finance, operations, procurement, and commercial teams.
- Ensure data accuracy, consistency, and clarity in all reporting outputs.

3. Data Modelling & Forecasting

- Develop financial models to support scenario analysis, cost-to-serve, and profitability assessments.
- Support predictive analytics for volume, cost, and margin forecasting.
- Collaborate with finance and operations to refine modelling assumptions.

4. Data Governance & Quality Assurance

- Ensure data integrity across ERP, TMS, WMS, and financial systems.
- Identify data quality issues and coordinate corrective actions with IT and business teams.
- Maintain documentation for data definitions, metrics, and reporting standards.

5. Performance Management Support



- Track KPIs related to cost efficiency, profitability, productivity, and service performance.
- Provide insights for monthly business reviews, financial performance meetings, and operational scorecards.
- Support continuous improvement initiatives with data-driven recommendations.

6. Cross-Functional Collaboration

- Work closely with finance, operations, procurement, commercial, and IT teams.
- Translate business needs into analytical requirements and reporting solutions.
- Support digital finance initiatives such as automation, self-service analytics, and advanced modelling.

7. Process Optimization

- Identify opportunities to streamline reporting processes and reduce manual work.
- Support implementation of automation tools such as RPA, data pipelines, and workflow engines.
- Contribute to the development of standardized reporting frameworks across regions.

8. Ad-Hoc Analysis

- Conduct deep-dive analyses on cost drivers, customer profitability, carrier performance, and operational efficiency.
- Provide insights to support strategic decisions, tenders, pricing, and procurement initiatives.
- Respond to urgent analytical requests with accuracy and speed.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Data Accuracy	Error rate, data quality improvements
Reporting Efficiency	Automation rate, report cycle time
Insight Quality	Stakeholder satisfaction, impact of insights on decisions
Performance Visibility	KPI coverage, dashboard adoption
Process Improvement	Reduction in manual reporting, improved data workflows
Skills & Competencies	



Technical Competencies

- Strong analytical and data-modelling skills.
- Proficiency in BI tools (Power BI, Tableau, Qlik) and Excel.
- Experience with SQL, data pipelines, and financial systems (ERP/TMS).
- Understanding of financial statements, cost structures, and logistics workflows.
- Familiarity with data governance, ETL processes, and automation tools.

Behavioural Competencies

- Detail-oriented, structured, and highly analytical.
- Strong communication skills, able to translate data into business insights.
- Proactive, curious, and solution-oriented.
- Able to manage multiple priorities and work cross-functionally.
- Collaborative mindset with a passion for continuous improvement.

Qualifications & Experience

- Bachelor's degree in finance, Data Analytics, Business Intelligence, Economics, or related field.
- 2–5 years of experience in financial analysis, data analytics, or business intelligence.
- Experience in transport, logistics, freight forwarding, or supply chain environments is highly advantageous.
- Strong experience with BI tools, SQL, and financial modelling.

Working Conditions

- Office-based role with regular interaction across finance, operations, procurement, commercial, and IT teams.
- Increased workload during budgeting cycles, month-end, and major analytical initiatives.
- Occasional participation in digital transformation or system-upgrade projects.

Role Impact

The Finance Data Analyst plays a vital role in enabling data-driven decision-making, improving financial visibility, and supporting operational excellence. By delivering high-quality analytics, dashboards, and insights, this role directly enhances financial performance, efficiency, and strategic agility.



12.60 — BI Analyst (Logistics Finance)

Finance Department — Business Intelligence, Digital Finance & Performance Analytics

Job Purpose

The BI Analyst (Logistics Finance) is responsible for designing, developing, and maintaining business intelligence solutions that enhance financial visibility, operational performance, and decision-making across the logistics network. This role transforms complex financial and operational data into intuitive dashboards, automated reports, and analytical models. In a logistics environment where real-time insights into costs, profitability, and service performance are essential, the BI Analyst plays a critical role in enabling data-driven financial management and supporting continuous improvement.

Key Responsibilities

1. BI Dashboard Development

- Design, build, and maintain dashboards in BI tools (e.g., Power BI, Tableau, Qlik).
- Create intuitive visualizations that support finance, operations, procurement, and commercial teams.
- Ensure dashboards are automated, scalable, and aligned with business requirements.

2. Data Modelling & ETL Development

- Develop data models that integrate financial, operational, and commercial datasets.
- Build and maintain ETL pipelines to ensure reliable data flows from ERP, TMS, WMS, and other systems.
- Optimize data structures for performance, accuracy, and usability.

3. Financial & Operational Analytics

- analyse revenue, cost, margin, and working-capital data to identify trends and improvement opportunities.
- Support cost-to-serve analysis, profitability modelling, and variance analysis.
- Provide insights for budgeting, forecasting, and strategic planning.

4. Data Governance & Quality Assurance

- Ensure data accuracy, consistency, and alignment with financial definitions and KPIs.
- Identify data quality issues and coordinate corrective actions with IT and business teams.



- Maintain documentation for data models, metrics, and reporting standards.

5. Performance Management Support

- Develop KPI frameworks for financial, operational, and supplier performance.
- Support monthly business reviews with automated reporting packages.
- Provide insights that drive continuous improvement and operational excellence.

6. Cross-Functional Collaboration

- Work closely with finance, operations, procurement, commercial, and IT teams.
- Translate business needs into BI requirements and analytical solutions.
- Support digital transformation initiatives such as self-service analytics and automation.

7. Process Automation

- Identify opportunities to automate manual reporting and data-processing tasks.
- Implement automation solutions using BI tools, RPA, or workflow engines.
- Improve reporting efficiency and reduce cycle times.

8. Ad-Hoc Analysis & Decision Support

- Conduct deep-dive analyses on freight costs, carrier performance, customer profitability, and operational efficiency.
- Provide insights to support tenders, pricing decisions, and procurement initiatives.
- Respond to urgent analytical requests with accuracy and speed.

Key Performance Indicators (KPIs)

KPI Category	Example Indicators
Data Accuracy	Error rate, data quality improvements
Reporting Efficiency	Automation rate, reduction in manual reporting
Insight Quality	Stakeholder satisfaction, impact on decision-making
Dashboard Adoption	Usage rates, cross-functional engagement
Process Improvement	Reduction in reporting cycle time, improved data workflows

Skills & Competencies

Technical Competencies

- Strong proficiency in BI tools (Power BI, Tableau, Qlik).



- Experience with SQL, ETL pipelines, and data modelling.
- Understanding of financial statements, cost structures, and logistics workflows.
- Familiarity with ERP, TMS, WMS, and data-warehouse environments.
- Knowledge of data governance, automation tools, and visualization best practices.

Behavioural Competencies

- Highly analytical, structured, and detail-oriented.
- Strong communication skills, able to translate data into actionable insights.
- Proactive, curious, and solution-oriented.
- Able to manage multiple priorities and work cross-functionally.
- Collaborative mindset with a passion for digital transformation.

Qualifications & Experience

- Bachelor's degree in data Analytics, Finance, Business Intelligence, Economics, or related field.
- 2–5 years of experience in BI development, financial analytics, or data modelling.
- Experience in transport, logistics, freight forwarding, or supply chain environments is highly advantageous.
- Strong experience with BI tools, SQL, and financial/operational analytics.

Working Conditions

- Office-based role with regular interaction across finance, operations, procurement, commercial, and IT teams.
- Increased workload during budgeting cycles, month-end, and major analytical initiatives.
- Occasional participation in digital transformation or system-upgrade projects.

Role Impact

The BI Analyst (Logistics Finance) plays a vital role in enabling data-driven decision-making, improving financial visibility, and supporting operational excellence. By delivering high-quality dashboards, analytics, and automation, this role directly enhances financial performance, efficiency, and strategic agility.



12.62. TMS/WMS Finance Integration Specialist

Role Overview

The **TMS/WMS Finance Integration Specialist** plays a pivotal role in connecting operational logistics systems with financial processes. You will ensure that Transport Management Systems (TMS) and Warehouse Management Systems (WMS) seamlessly integrate with ERP/Finance platforms, enabling accurate billing, cost allocation, profitability analysis, and financial reporting.

This role sits at the intersection of **operations, finance, and IT**, supporting digital transformation across the supply chain.

Key Responsibilities

1. Systems Integration & Configuration

- Design, configure, and maintain integrations between TMS/WMS platforms and finance/ERP systems (e.g., SAP, Oracle, Microsoft Dynamics).
- Ensure accurate data flows for freight costs, warehouse activities, invoicing, accruals, and revenue recognition.
- Map operational data (orders, shipments, storage, handling) to financial structures (GL accounts, cost centers, profit centers).
- Support EDI/API connections with carriers, customers, and financial partners.

2. Financial Process Enablement

- Ensure transport and warehouse activities are correctly translated into financial transactions.
- Validate cost calculations, tariffs, surcharges, and billing rules within TMS/WMS.
- Support automated invoice generation and reconciliation workflows.
- Monitor financial KPIs related to logistics (cost-to-serve, transport cost variance, warehouse productivity).

3. Data Quality & Compliance

- Maintain master data integrity across operational and financial systems.
- Implement controls to ensure compliance with internal policies and external regulations.
- Conduct periodic audits of system-generated financial entries.

4. Cross-Functional Collaboration

- Work closely with Finance, Operations, IT, and Customer Service teams to align processes.



- Act as the subject-matter expert for finance-related TMS/WMS functionalities.
- Support business stakeholders during system upgrades, migrations, and new feature rollouts.

5. Troubleshooting & Continuous Improvement

- Investigate and resolve integration issues, data mismatches, and financial discrepancies.
- Identify opportunities to automate manual tasks and improve financial accuracy.
- Participate in digital transformation initiatives across the supply chain.

Required Skills & Qualifications

Technical Skills

- Strong knowledge of TMS and/or WMS platforms (e.g., Manhattan, Blue Yonder, SAP TM/EWM, Oracle TMS, Transporeon).
- Experience integrating logistics systems with ERP/Finance systems.
- Understanding of EDI, APIs, and data mapping.
- Solid grasp of financial processes: invoicing, accruals, GL posting, cost allocation, revenue recognition.
- Proficiency in SQL, data analysis tools, and integration middleware (preferred).

Professional Experience

- 3–5+ years in transport, logistics, supply chain, or finance system integration.
- Experience in a 3PL, freight forwarding, distribution, or manufacturing environment is a strong advantage.

Soft Skills

- Analytical mindset with strong problem-solving abilities.
- Excellent communication skills across technical and non-technical teams.
- Ability to manage multiple priorities in a fast-paced logistics environment.
- Detail-oriented with a strong sense of ownership.

Education

- Bachelor's degree in finance, Supply Chain Management, Information Systems, Engineering, or related field.
- Relevant certifications (APICS, SAP, PMP, ITIL) are a plus.

What This Role Contributes

- Ensures financial accuracy across the transport and warehouse value chain.



- Strengthens digital integration between operations and finance.
- Supports cost optimization and profitability analysis.
- Enhances customer billing accuracy and operational transparency.

Why Join Us

- Be at the heart of digital transformation in a rapidly evolving logistics environment.
- Work with modern supply chain technologies and cross-functional teams.
- Contribute to a company where operational excellence and financial accuracy drive success.



12.63. Automation & RPA Specialist (Finance Processes)

Role Overview

The **Automation & RPA Specialist (Finance Processes)** is responsible for designing, implementing, and maintaining automation solutions that streamline finance operations across the transport and logistics value chain. You will work at the intersection of **finance, technology, and operational logistics**, using RPA, workflow automation, and intelligent process tools to reduce manual work, increase accuracy, and accelerate financial cycles.

This role is essential for organizations aiming to modernize their finance function and improve efficiency in areas such as invoicing, accounts payable, accounts receivable, cost allocation, and financial reconciliation.

Key Responsibilities

1. Automation Design & Development

- Identify automation opportunities within finance processes (AP, AR, billing, accruals, reconciliations, reporting).
- Design, build, and deploy RPA workflows using platforms such as UiPath, Power Automate, Blue Prism, or Automation Anywhere.
- Develop scripts, bots, and automated routines to eliminate repetitive manual tasks.
- Integrate automation solutions with TMS, WMS, ERP, and financial systems.

2. Process Analysis & Optimization

- Map existing finance processes and identify inefficiencies, bottlenecks, and risks.
- Collaborate with finance and operations teams to redesign processes for automation readiness.
- Standardize workflows to ensure consistency across business units and regions.
- Support continuous improvement initiatives and digital transformation programs.

3. System Integration & Data Management

- Ensure automated workflows correctly interact with operational systems (TMS/WMS), ERP platforms, and data warehouses.
- Validate data accuracy and completeness across automated processes.



- Support API/EDI integrations related to financial data exchange with carriers, customers, and suppliers.

4. Governance, Compliance & Risk Management

- Implement controls and monitoring mechanisms for automated processes.
- Ensure compliance with internal audit requirements, financial policies, and regulatory standards.
- Maintain documentation for automation workflows, change logs, and process maps.

5. Support, Troubleshooting & Maintenance

- Monitor bot performance and resolve issues, exceptions, and system errors.
- Provide training and support to finance teams using automation tools.
- Manage updates, enhancements, and lifecycle maintenance of automation solutions.

Required Skills & Qualifications

Technical Skills

- Hands-on experience with RPA platforms (UiPath, Power Automate, Blue Prism, Automation Anywhere).
- Strong understanding of finance processes: invoicing, AP/AR, GL posting, reconciliations, cost allocation.
- Knowledge of ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics systems (TMS/WMS).
- Ability to work with APIs, SQL databases, and integration middleware.
- Familiarity with scripting languages (Python, VB.NET, JavaScript) is a plus.

Professional Experience

- 3–5+ years in finance process automation, digital transformation, or RPA development.
- Experience in transport, logistics, 3PL, freight forwarding, or distribution environments is highly valued.
- Proven track record of delivering automation projects end-to-end.

Soft Skills

- Strong analytical and problem-solving mindset.
- Ability to translate business needs into technical solutions.
- Excellent communication and stakeholder management skills.



- Proactive, detail-oriented, and comfortable working in fast-paced environments.

Education

- Bachelor's degree in finance, Information Systems, Computer Science, Engineering, or related field.
- Certifications in RPA platforms (UiPath Developer, Power Automate Specialist, etc.) are an advantage.

What This Role Contributes

- Accelerates financial closing cycles and reduces manual workload.
- Improves accuracy and compliance in finance operations.
- Enhances integration between logistics operations and financial reporting.
- Supports the company's digital transformation and automation roadmap.

Why Join Us

- Work at the forefront of automation in a rapidly evolving logistics sector.
- Drive meaningful improvements in financial efficiency and accuracy.
- Collaborate with cross-functional teams in a dynamic, technology-driven environment.



12.64. Finance Manager (Transport & Logistics)

Role Overview

The **Finance Manager (Transport & Logistics)** is responsible for leading the financial operations of the business unit, ensuring accurate reporting, cost control, and strategic financial planning. This role acts as a key business partner to operational teams, providing financial insights that support decision-making in areas such as transport cost optimization, warehouse profitability, fleet management, and customer pricing.

You will oversee budgeting, forecasting, financial analysis, and compliance while driving continuous improvement across finance processes. This position requires strong knowledge of logistics cost structures and the ability to translate operational performance into financial results.

Key Responsibilities

1. Financial Planning & Analysis

- Lead the budgeting and forecasting cycles for transport, warehousing, and logistics operations.
- analyse financial performance, variances, and cost drivers across business units.
- Provide actionable insights to improve profitability and operational efficiency.
- Develop financial models to support pricing, tenders, and customer contract negotiations.

2. Operational Finance Leadership

- Partner with operations managers to monitor KPIs such as cost-to-serve, transport cost per shipment, warehouse productivity, and fleet utilization.
- Support the financial evaluation of new routes, warehouse expansions, and logistics projects.
- Ensure accurate allocation of transport, warehouse, and overhead costs.
- Oversee margin analysis for key customers and service lines.

3. Accounting, Reporting & Compliance

- Ensure timely and accurate month-end closing for logistics entities.
- Oversee revenue recognition, accruals, provisions, and cost postings related to transport and warehousing.
- Maintain compliance with accounting standards, internal controls, and audit requirements.
- Coordinate with external auditors and regulatory bodies when required.



4. Process Optimization & Digitalization

- Drive improvements in finance processes, automation, and system integration (ERP, TMS, WMS).
- Support RPA and digital transformation initiatives to reduce manual workload.
- Enhance data quality and reporting accuracy across operational and financial systems.

5. Team Leadership & Stakeholder Management

- Lead, mentor, and develop a team of finance professionals.
- Collaborate with cross-functional teams including Operations, IT, HR, Procurement, and Commercial.
- Communicate financial results and recommendations to senior management.

Required Skills & Qualifications

Technical Skills

- Strong understanding of transport and logistics financial processes.
- Experience with ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics platforms (TMS/WMS).
- Advanced Excel and financial modelling skills.
- Knowledge of cost accounting, budgeting, forecasting, and performance management.
- Familiarity with automation tools (Power BI, RPA, workflow automation) is a plus.

Professional Experience

- 5–8+ years of experience in finance, with at least 3 years in transport, logistics, 3PL, freight forwarding, or distribution.
- Proven experience managing financial operations in a fast-paced environment.
- Demonstrated ability to partner with operational teams and influence decision-making.

Soft Skills

- Strong analytical and strategic thinking abilities.
- Excellent communication and stakeholder management skills.
- Leadership mindset with the ability to coach and develop teams.
- High level of integrity, accuracy, and attention to detail.
- Ability to thrive in a dynamic, operationally driven environment.



Education

- Bachelor's or master's degree in finance, Accounting, Business Administration, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) are an advantage.

What This Role Contributes

- Strengthens financial governance and operational profitability.
- Enhances cost transparency across transport and warehouse activities.
- Supports strategic decision-making with robust financial insights.
- Drives digitalization and continuous improvement within the finance function.

Why Join Us

- Play a key role in shaping the financial performance of a major logistics operation.
- Work closely with operational leaders in a sector undergoing rapid transformation.
- Lead impactful initiatives that improve efficiency, profitability, and customer value.



12.65. Head of Finance (Logistics Division)

Role Overview

The **Head of Finance (Logistics Division)** is the strategic financial leader responsible for driving the financial performance, governance, and long-term value creation of the logistics business unit. This role oversees all financial operations including FP&A, accounting, commercial finance, cost control, and investment planning while acting as a key advisor to executive leadership.

You will partner closely with operational leaders across transport, warehousing, distribution, and supply chain services to ensure financial transparency, optimize profitability, and support strategic growth initiatives. The role requires deep expertise in logistics cost structures, strong leadership capabilities, and a forward-looking mindset to guide the division through digital transformation and evolving market dynamics.

Key Responsibilities

1. Strategic Financial Leadership

- Define and execute the financial strategy for the Logistics Division in alignment with corporate objectives.
- Provide financial insights and recommendations to support strategic decisions, including network optimization, pricing strategy, and capital investments.
- Lead long-term financial planning, scenario modelling, and risk assessments.
- Act as a trusted advisor to the Managing Director and Executive Committee.

2. Financial Planning, Analysis & Reporting

- Oversee budgeting, forecasting, and performance management across all logistics operations.
- Ensure accurate and timely financial reporting, including P&L, balance sheet, and cash flow analysis.
- Monitor key financial KPIs such as cost-to-serve, warehouse productivity, transport cost per shipment, and customer profitability.
- Drive margin improvement initiatives across service lines.

3. Operational Finance & Cost Control

- Partner with transport, warehouse, and supply chain leaders to ensure financial accountability and cost discipline.
- Oversee cost allocation methodologies, pricing models, and profitability analysis.
- Support commercial teams in tender evaluations, contract negotiations, and customer pricing strategies.



- Evaluate financial impact of operational changes, new routes, fleet investments, and warehouse expansions.

4. Governance, Compliance & Risk Management

- Ensure compliance with accounting standards, internal controls, and regulatory requirements.
- Lead internal and external audit processes for the division.
- Implement strong financial governance frameworks across all logistics entities.
- Manage financial risks, including credit exposure, operational risks, and market volatility.

5. Digitalization & Process Excellence

- Champion digital transformation within the finance function, including automation, analytics, and system integration.
- Oversee the integration of ERP, TMS, WMS, and BI tools to enhance data accuracy and reporting efficiency.
- Promote continuous improvement and standardization of finance processes across regions and business units.

6. Leadership & People Development

- Lead, mentor, and develop a high-performing finance team.
- Foster a culture of accountability, collaboration, and continuous learning.
- Build strong cross-functional relationships with Operations, Commercial, IT, HR, and Procurement.
- Represent the finance function in executive meetings and strategic committees.

Required Skills & Qualifications

Technical Skills

- Deep understanding of logistics financial models, cost structures, and operational KPIs.
- Strong command of ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics platforms (TMS/WMS).
- Advanced financial modelling, forecasting, and analytical capabilities.
- Knowledge of IFRS/GAAP, internal controls, and audit processes.
- Familiarity with automation, BI tools (Power BI, Tableau), and digital finance technologies.

Professional Experience



- 10+ years of progressive finance experience, including at least 5 years in a leadership role.
- Proven experience in transport, logistics, 3PL, freight forwarding, or supply chain environments.
- Demonstrated success in leading finance teams and partnering with operational leadership.
- Track record of driving financial performance and supporting strategic initiatives.

Soft Skills

- Strong leadership presence and ability to influence at executive level.
- Strategic thinker with excellent business acumen.
- Exceptional communication and stakeholder management skills.
- High integrity, resilience, and ability to thrive in a dynamic environment.
- Proactive, solution-oriented mindset with strong decision-making capabilities.

Education

- Master's degree in finance, Accounting, Business Administration, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) strongly preferred.

What This Role Contributes

- Strengthens financial governance and strategic decision-making.
- Enhances profitability and cost transparency across logistics operations.
- Drives digital transformation within the finance function.
- Supports sustainable growth and long-term value creation for the division.

Why Join Us

- Lead the financial strategy of a major logistics business unit.
- Influence high-impact decisions in a rapidly evolving sector.
- Work with senior leaders to shape the future of transport and logistics operations.
- Drive innovation and transformation in a dynamic, international environment.



12.66. Regional Finance Director

Role Overview

The **Regional Finance Director** is the senior financial leader responsible for overseeing the financial performance, governance, and strategic direction of multiple countries or business units within the region. This role ensures financial excellence across transport, warehousing, distribution, and supply chain operations, while acting as a key business partner to regional and global leadership.

You will drive financial strategy, strengthen operational profitability, ensure compliance, and support major investment and transformation initiatives. The position requires deep expertise in logistics finance, strong leadership capabilities, and the ability to operate effectively in a complex, multinational environment.

Key Responsibilities

1. Regional Financial Strategy & Leadership

- Define and execute the financial strategy for the region in alignment with global corporate objectives.
- Provide strategic financial guidance to regional leadership, influencing decisions on growth, pricing, network design, and capital allocation.
- Lead long-term financial planning, scenario modelling, and risk assessments across the region.
- Represent the region in global finance forums and strategic committees.

2. Financial Performance Management

- Oversee budgeting, forecasting, and financial reporting for all countries/business units in the region.
- Monitor and challenge financial performance, ensuring transparency and accountability.
- Drive profitability improvement initiatives across transport, warehousing, and supply chain services.
- Ensure accurate and timely consolidation of regional financial results.

3. Operational Finance & Business Partnering

- Partner with regional operations leaders to optimize cost-to-serve, fleet utilization, warehouse productivity, and route profitability.
- Support commercial teams in pricing strategy, tender evaluations, and customer profitability analysis.
- Evaluate financial impact of operational changes, new service offerings, and strategic investments.



- Ensure consistent application of cost allocation methodologies across the region.

4. Governance, Compliance & Risk Management

- Ensure compliance with accounting standards, internal controls, and regulatory requirements across all countries.
- Oversee internal and external audit processes at regional level.
- Strengthen financial governance frameworks and risk management practices.
- Manage financial risks including FX exposure, credit risk, and operational risks.

5. Digital Transformation & Process Excellence

- Champion digital finance initiatives, including automation, analytics, and system integration.
- Oversee the deployment and optimization of ERP, TMS, WMS, and BI tools across the region.
- Drive standardization and continuous improvement of finance processes.
- Promote data-driven decision-making through enhanced reporting and analytics.

6. Leadership & Talent Development

- Lead, mentor, and develop a high-performing regional finance team.
- Build strong cross-functional relationships with Operations, Commercial, HR, IT, and Procurement.
- Foster a culture of accountability, collaboration, and continuous improvement.
- Ensure succession planning and capability development across the finance organization.

Required Skills & Qualifications

Technical Skills

- Deep understanding of logistics financial models, cost structures, and operational KPIs.
- Strong command of ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics platforms (TMS/WMS).
- Advanced financial modelling, forecasting, and analytical capabilities.
- Expertise in IFRS/GAAP, internal controls, and audit management.
- Familiarity with automation, BI tools (Power BI, Tableau), and digital finance technologies.

Professional Experience



- 12+ years of progressive finance experience, including 5+ years in senior leadership roles.
- Proven experience managing finance across multiple countries or business units.
- Strong background in transport, logistics, 3PL, freight forwarding, or supply chain.
- Demonstrated success in driving financial performance and leading transformation initiatives.

Soft Skills

- Executive presence with strong influencing and communication skills.
- Strategic thinker with excellent business acumen.
- Ability to lead in a complex, multicultural environment.
- High integrity, resilience, and sound judgment.
- Strong stakeholder management and negotiation capabilities.

Education

- Master's degree in finance, Accounting, Business Administration, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) strongly preferred.

What This Role Contributes

- Strengthens financial governance and strategic decision-making across the region.
- Enhances profitability, cost transparency, and operational efficiency.
- Drives digital transformation and process excellence.
- Supports sustainable growth and long-term value creation for the logistics division.

Why Join Us

- Lead the financial strategy of a major regional logistics organization.
- Influence high-impact decisions in a dynamic, international environment.
- Drive innovation, transformation, and operational excellence across multiple countries.
- Work closely with global leadership to shape the future of the logistics division.



12.67. Global Finance Director (Supply Chain)

Role Overview

The **Global Finance Director (Supply Chain)** is the senior executive responsible for the financial strategy, governance, and performance of the company's global supply chain operations. This includes transport, warehousing, distribution, procurement, inventory management, and end-to-end logistics.

You will lead financial planning, performance management, investment strategy, and digital transformation across all regions. As a key advisor to the CFO and Chief Supply Chain Officer, you will influence global decisions on network design, cost optimization, capital allocation, and long-term value creation.

This role requires deep expertise in supply chain economics, strong leadership across cultures and geographies, and the ability to drive transformation in a complex, fast-moving global environment.

Key Responsibilities

1. Global Financial Strategy & Leadership

- Define and execute the global financial strategy for supply chain operations.
- Provide strategic insights to the CFO and executive leadership on cost optimization, network efficiency, and long-term investment priorities.
- Lead global financial planning, scenario modelling, and risk assessments.
- Drive alignment between global, regional, and local finance teams.

2. Financial Performance Management

- Oversee global budgeting, forecasting, and consolidated reporting for supply chain activities.
- Monitor global KPIs such as cost-to-serve, inventory turns, transport cost per unit, warehouse productivity, and end-to-end supply chain efficiency.
- Identify performance gaps and lead global initiatives to improve profitability and operational excellence.
- Ensure consistent financial methodologies across all regions.

3. Operational Finance & Business Partnering

- Partner with global supply chain leadership to evaluate network design, sourcing strategies, fleet investments, warehouse automation, and logistics outsourcing.
- Support global procurement with financial insights on supplier negotiations and category strategies.



- Lead financial evaluation of major global projects, including new hubs, automation programs, and digital supply chain initiatives.
- Ensure customer profitability analysis and pricing frameworks are globally aligned.

4. Governance, Compliance & Risk Management

- Ensure global compliance with accounting standards, internal controls, and regulatory requirements.
- Oversee global audit processes and strengthen financial governance frameworks.
- Manage global financial risks including FX exposure, commodity volatility, credit risk, and geopolitical impacts.
- Implement global policies for cost allocation, inventory valuation, and capital expenditure.

5. Digital Transformation & Data Excellence

- Champion global digital finance initiatives, including automation, predictive analytics, and AI-driven forecasting.
- Oversee integration and optimization of ERP, TMS, WMS, and global BI platforms.
- Promote data standardization and master data governance across all regions.
- Drive adoption of advanced analytics to support real-time decision-making.

6. Global Leadership & Talent Development

- Lead and develop a high-performing global finance organization.
- Build strong partnerships with regional finance directors, supply chain leaders, and corporate functions.
- Foster a culture of collaboration, accountability, and continuous improvement.
- Ensure succession planning and capability development across global finance teams.

Required Skills & Qualifications

Technical Skills

- Deep expertise in global supply chain finance, logistics cost structures, and operational KPIs.
- Strong command of ERP systems (SAP, Oracle, Microsoft Dynamics) and supply chain platforms (TMS, WMS, OMS).
- Advanced financial modelling, forecasting, and strategic analysis capabilities.



- Strong understanding of IFRS/GAAP, internal controls, and global audit processes.
- Familiarity with automation, AI/ML forecasting, and BI tools (Power BI, Tableau).

Professional Experience

- 15+ years of progressive finance experience, including 7+ years in senior global or multi-regional leadership roles.
- Proven experience in transport, logistics, supply chain, manufacturing, or 3PL environments.
- Demonstrated success leading global teams and driving transformation across multiple regions.
- Track record of influencing executive decisions and delivering measurable financial impact.

Soft Skills

- Executive presence with strong influencing and communication abilities.
- Strategic thinker with global business acumen.
- Ability to lead in a complex, multicultural, matrixed environment.
- High integrity, resilience, and sound judgment.
- Strong stakeholder management and negotiation capabilities.

Education

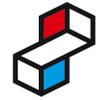
- Master's degree in finance, Accounting, Business Administration, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) strongly preferred.
- Additional training in supply chain management or digital transformation is an advantage.

What This Role Contributes

- Strengthens global financial governance and strategic decision-making.
- Enhances profitability, cost transparency, and operational efficiency across the global supply chain.
- Drives digital transformation and data-driven decision-making.
- Supports sustainable growth and long-term value creation for the entire organization.

Why Join Us

- Shape the financial future of a global supply chain organization.



- Influence high-impact decisions at the highest levels of leadership.
- Lead transformation across multiple regions and business units.
- Work in a dynamic, international environment where innovation and operational excellence drive success.



12.68. Chief Financial Officer (Transport/Logistics Company)

Role Overview

The **Chief Financial Officer (CFO)** is the senior executive responsible for the financial leadership, strategic direction, and long-term value creation of the transport and logistics company. This role oversees all financial functions—including FP&A, accounting, treasury, tax, risk, procurement, and investor relations—while acting as a key strategic partner to the CEO and Board of Directors.

The CFO ensures financial stability, drives operational profitability, leads digital transformation across finance, and supports the company's growth through strategic investments, M&A, and network expansion. This role requires deep expertise in logistics economics, strong leadership capabilities, and the ability to operate in a fast-moving, asset-intensive, and margin-sensitive industry.

Key Responsibilities

1. Strategic Financial Leadership

- Define and execute the company's financial strategy in alignment with corporate goals.
- Advise the CEO and Board on financial performance, investment priorities, and long-term value creation.
- Lead strategic planning, scenario modelling, and capital allocation decisions.
- Drive financial aspects of mergers, acquisitions, divestitures, and strategic partnerships.

2. Financial Performance & Operational Excellence

- Oversee budgeting, forecasting, and financial reporting across all business units.
- Monitor key logistics KPIs such as cost-to-serve, fleet utilization, warehouse productivity, transport cost per shipment, and customer profitability.
- Drive margin improvement initiatives across transport, warehousing, and supply chain services.
- Ensure financial transparency and accountability across the organization.

3. Governance, Compliance & Risk Management

- Ensure compliance with IFRS/GAAP, tax regulations, and internal control frameworks.
- Lead internal and external audit processes.



- Oversee enterprise risk management, including FX exposure, credit risk, liquidity, and operational risks.
- Establish strong financial governance across all regions and business units.

4. Capital Structure, Treasury & Funding

- Manage capital structure, liquidity, and working capital optimization.
- Oversee banking relationships, financing arrangements, and debt management.
- Support investment decisions related to fleet, warehouses, automation, and infrastructure.
- Ensure efficient cash flow management and long-term financial sustainability.

5. Digital Transformation & Data-Driven Finance

- Champion digitalization across the finance function, including automation, analytics, and AI-driven forecasting.
- Oversee integration and optimization of ERP, TMS, WMS, and BI platforms.
- Promote data standardization and real-time reporting capabilities.
- Drive continuous improvement and process excellence across finance operations.

6. Leadership & Organizational Development

- Lead and develop a high-performing global finance organization.
- Foster a culture of accountability, collaboration, and innovation.
- Build strong partnerships with Operations, Commercial, HR, IT, and Supply Chain leadership.
- Ensure succession planning and capability development across finance teams.

7. Stakeholder & Investor Relations

- Communicate financial performance and strategy to shareholders, investors, and financial institutions.
- Represent the company in external financial forums, regulatory discussions, and industry events.
- Build trust and credibility with external stakeholders.

Required Skills & Qualifications

Technical Skills

- Deep expertise in logistics, transport, supply chain, or asset-intensive industries.



- Strong command of ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics platforms (TMS/WMS).
- Advanced financial modelling, forecasting, and strategic analysis capabilities.
- Strong understanding of IFRS/GAAP, tax, treasury, and risk management.
- Familiarity with automation, AI/ML forecasting, and BI tools (Power BI, Tableau).

Professional Experience

- 15+ years of progressive finance experience, including 7+ years in senior executive roles.
- Proven track record in transport, logistics, 3PL, freight forwarding, or supply chain environments.
- Experience managing large, multi-regional finance organizations.
- Demonstrated success in driving financial transformation and operational performance.

Soft Skills

- Executive presence with strong influencing and communication abilities.
- Strategic thinker with excellent business acumen.
- Ability to lead in a complex, multicultural, and fast-paced environment.
- High integrity, resilience, and sound judgment.
- Strong stakeholder management and negotiation capabilities.

Education

- Master's degree in finance, Accounting, Business Administration, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) strongly preferred.
- Additional training in supply chain management or digital transformation is an advantage.

What This Role Contributes

- Shapes the financial future of the entire organization.
- Strengthens financial governance and strategic decision-making.
- Enhances profitability, cost transparency, and operational efficiency.
- Drives digital transformation and long-term value creation.
- Supports sustainable growth and competitive advantage in a dynamic logistics market.



Why Join Us

- Lead the financial strategy of a major transport and logistics enterprise.
- Influence high-impact decisions at the highest levels of leadership.
- Drive innovation, transformation, and operational excellence across the company.
- Work in a global, fast-moving environment where your leadership shapes the future.



12.69. VP Finance – Freight & Supply Chain

Role Overview

The **VP Finance – Freight & Supply Chain** is the senior financial leader responsible for driving financial performance, strategic planning, and operational excellence across the company's freight, logistics, and supply chain divisions. This role partners closely with the COO, Chief Supply Chain Officer, and regional business leaders to ensure profitability, cost efficiency, and long-term value creation.

You will oversee financial planning, commercial finance, operational cost control, investment strategy, and digital transformation across global freight forwarding, transport networks, warehousing, and end-to-end supply chain services. The role requires deep industry expertise, strong leadership, and the ability to influence decisions in a complex, multinational environment.

Key Responsibilities

1. Strategic Financial Leadership

- Define and execute the financial strategy for the Freight & Supply Chain divisions.
- Provide strategic insights to executive leadership on network optimization, pricing, procurement, and capital allocation.
- Lead long-term financial planning, scenario modelling, and risk assessments.
- Support M&A activities, including due diligence and integration of acquired logistics assets.

2. Financial Performance & Operational Excellence

- Oversee budgeting, forecasting, and financial reporting for freight forwarding, transport, warehousing, and supply chain operations.
- Monitor key KPIs such as cost-to-serve, freight margin, warehouse productivity, fleet utilization, and customer profitability.
- Drive initiatives to improve margins, reduce operational costs, and enhance service profitability.
- Ensure financial transparency and accountability across all business units.

3. Commercial Finance & Pricing Strategy

- Partner with commercial teams to develop pricing frameworks, tender evaluations, and customer profitability models.
- Support contract negotiations with major shippers, carriers, and strategic partners.
- Evaluate financial impact of new service offerings, trade lane expansions, and supply chain solutions.



- Ensure alignment between commercial strategy and financial objectives.

4. Governance, Compliance & Risk Management

- Ensure compliance with accounting standards, internal controls, and regulatory requirements across all regions.
- Oversee internal and external audit processes for the Freight & Supply Chain divisions.
- Manage financial risks including FX exposure, credit risk, and market volatility.
- Strengthen governance frameworks for cost allocation, revenue recognition, and inventory valuation.

5. Digital Transformation & Data-Driven Finance

- Champion digital finance initiatives, including automation, analytics, and AI-driven forecasting.
- Oversee integration and optimization of ERP, TMS, WMS, and global BI platforms.
- Promote data standardization and real-time reporting capabilities across regions.
- Drive continuous improvement and process excellence across finance operations.

6. Leadership & Talent Development

- Lead and develop a high-performing finance organization across multiple countries and business units.
- Foster a culture of accountability, collaboration, and innovation.
- Build strong partnerships with Operations, Commercial, Procurement, IT, and HR.
- Ensure succession planning and capability development across finance teams.

Required Skills & Qualifications

Technical Skills

- Deep expertise in freight forwarding, transport, warehousing, and supply chain financial models.
- Strong command of ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics platforms (TMS/WMS).
- Advanced financial modelling, forecasting, and strategic analysis capabilities.
- Strong understanding of IFRS/GAAP, internal controls, and audit processes.
- Familiarity with automation, AI/ML forecasting, and BI tools (Power BI, Tableau).



Professional Experience

- 12+ years of progressive finance experience, including 5+ years in senior leadership roles.
- Proven experience in freight forwarding, logistics, 3PL, or global supply chain environments.
- Demonstrated success in driving financial performance and operational transformation.
- Experience managing multi-regional finance teams and influencing executive decisions.

Soft Skills

- Executive presence with strong influencing and communication abilities.
- Strategic thinker with excellent business acumen.
- Ability to lead in a complex, multicultural, matrixed environment.
- High integrity, resilience, and sound judgment.
- Strong stakeholder management and negotiation capabilities.

Education

- Master's degree in finance, Accounting, Business Administration, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) strongly preferred.
- Additional training in supply chain management or digital transformation is an advantage.

What This Role Contributes

- Strengthens financial governance and strategic decision-making across freight and supply chain operations.
- Enhances profitability, cost transparency, and operational efficiency.
- Drives digital transformation and data-driven decision-making.
- Supports sustainable growth and long-term value creation for the company.

Why Join Us

- Lead the financial strategy of a major global freight and supply chain organization.
- Influence high-impact decisions at the executive level.
- Drive innovation, transformation, and operational excellence across multiple regions.



- Work in a dynamic, international environment where your leadership shapes the future.



12.70. Director of Commercial Finance

Role Overview

The **Director of Commercial Finance** is the strategic financial leader responsible for driving commercial performance, pricing strategy, customer profitability, and revenue growth across the transport and logistics business. This role partners closely with Sales, Operations, Pricing, and Executive Leadership to ensure that commercial decisions are financially sound, competitive, and aligned with the company's long-term strategy.

You will oversee financial modelling, tender support, margin optimization, contract governance, and commercial analytics across freight forwarding, transport networks, warehousing, and supply chain solutions. The role requires a strong blend of financial expertise, commercial acumen, and deep understanding of logistics economics.

Key Responsibilities

1. Commercial Strategy & Business Partnering

- Act as the primary financial partner to the Commercial and Sales leadership teams.
- Provide strategic insights on pricing, customer profitability, and market competitiveness.
- Support commercial strategy development, including new service offerings, trade lane expansion, and vertical market growth.
- Influence commercial decisions with robust financial analysis and scenario modelling.

2. Pricing, Tenders & Contract Governance

- Lead financial evaluation of major tenders, RFQs, and customer proposals.
- Develop pricing frameworks and margin guidelines for freight, warehousing, and supply chain services.
- Ensure commercial proposals reflect accurate cost structures, risk assessments, and profitability targets.
- Oversee contract governance, including escalation clauses, indexation, and financial terms.

3. Customer Profitability & Margin Optimization

- Drive customer-level profitability analysis across all service lines.
- Identify margin leakage, cost inefficiencies, and opportunities for improvement.
- Partner with Operations to optimize cost-to-serve and enhance service profitability.



- Support renegotiation strategies for underperforming accounts.

4. Financial Planning & Performance Management

- Lead commercial forecasting, revenue planning, and sales pipeline analysis.
- Monitor key commercial KPIs such as gross margin, yield, win/loss ratios, and customer churn.
- Provide insights to senior leadership on revenue trends, pricing dynamics, and market risks.
- Ensure alignment between commercial plans and financial targets.

5. Governance, Compliance & Risk Management

- Ensure commercial decisions comply with financial policies, internal controls, and regulatory requirements.
- Assess financial risks associated with customer contracts, credit exposure, and market volatility.
- Strengthen governance frameworks for pricing, discounting, and contract approval processes.

6. Digital Transformation & Commercial Analytics

- Champion the use of data analytics, BI tools, and automation to enhance commercial decision-making.
- Oversee development of dashboards and analytical tools for pricing, profitability, and sales performance.
- Promote data standardization and real-time reporting across regions.

7. Leadership & Team Development

- Lead and develop a high-performing commercial finance team.
- Foster a culture of collaboration, accountability, and commercial excellence.
- Build strong relationships with Sales, Operations, Finance, and Executive Leadership.
- Ensure capability development and succession planning within the commercial finance function.

Required Skills & Qualifications

Technical Skills

- Strong understanding of freight, transport, warehousing, and supply chain cost structures.



- Expertise in pricing strategy, commercial modelling, and customer profitability analysis.
- Advanced Excel and financial modelling capabilities.
- Experience with ERP systems (SAP, Oracle, Microsoft Dynamics) and logistics platforms (TMS/WMS).
- Familiarity with BI tools (Power BI, Tableau) and commercial analytics.

Professional Experience

- 10+ years of experience in finance, commercial finance, or pricing roles.
- At least 5 years in transport, logistics, freight forwarding, or supply chain environments.
- Proven track record supporting commercial teams and influencing strategic decisions.
- Experience managing multi-regional or multi-business-unit commercial finance teams is a plus.

Soft Skills

- Strong commercial mindset with excellent business acumen.
- Exceptional communication and stakeholder management abilities.
- Strategic thinker with strong analytical and problem-solving skills.
- Ability to thrive in a fast-paced, customer-driven environment.
- High integrity, resilience, and leadership presence.

Education

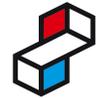
- Bachelor's or master's degree in finance, Business Administration, Economics, or related field.
- Professional certifications (ACCA, CPA, CMA, CIMA) are an advantage.

What This Role Contributes

- Strengthens commercial decision-making and pricing discipline.
- Enhances customer profitability and revenue growth.
- Drives alignment between commercial strategy and financial performance.
- Supports sustainable growth and competitive advantage in the logistics market.

Why Join Us

- Play a pivotal role in shaping the commercial success of a major logistics organization.



- Influence high-impact decisions across pricing, customer strategy, and revenue growth.
- Work closely with senior leaders in a dynamic, international environment.
- Lead transformation in how commercial performance is measured and optimized.



Last Word

In the world of transport and logistics, finance is far more than numbers on a spreadsheet. It is the quiet engine that keeps fleets moving, warehouses operating, and global supply chains resilient. Every role described in this book whether analytical, strategic, operational, or compliance-focused contributes to a system that connects people, markets, and industries across continents.

As the sector evolves through digitalization, automation, sustainability demands, and shifting global trade patterns, the expectations placed on finance professionals will continue to expand. The future belongs to those who can combine financial discipline with technological fluency, operational insight, and a willingness to challenge old assumptions.

Yet at its core, the mission remains unchanged: to ensure that decisions are informed, risks are understood, and resources are used wisely so that goods can move safely, efficiently, and responsibly.

If this book has shown anything, it is that finance in transport and logistics is not a back-office function it is a strategic force. It shapes investment, drives innovation, and strengthens the backbone of global commerce.

May the knowledge captured here serve as a foundation for your next steps, whether you are entering the field, redefining your role, or leading teams into the future. The industry needs thinkers, builders, and stewards who understand both the complexity of the supply chain and the power of sound financial judgment.

The journey ahead is full of challenges, but also full of opportunity. And for those ready to engage with it, the road is wide open.