Join a high-performing group with a purpose: to grow a safer, cleaner, healthier future for everyone, every day.

We are hiring for **Lead – FP&A** in **Halma**

Location	Business Unit	Report to
Bengaluru	Halma Core	Director FP&A

About us
Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

> Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

HALMA INDIA IS CERTIFIED AS A GREAT PLACE TO WORK.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.

Great Place To Work. Certified DEC 2024-DEC 2025 INDIA

BRITAIN'S MOST ADMIRED COMPANIES 2024 SECTOR WINNER ENGINEERING & MACHINERY

Halma

safer • cleaner • healthier

Detailed job description

Position Objective (The purpose of role in current business/market scenario)	Halma India is steadily expanding its operations in India. The financial analysis and reporting are the ways to ensure the financial health of the company and the effectiveness of its operations. The budgeting and forecasting activities in the company is expected to be of strategic importance for planning of its operations. The 'FP&A – Lead' role will provide strategic support to the Halma India Management team, Group operating companies and Halma Corporate team with periodic financial reporting, financial modelling, analysis and planning.
Responsibilities (KRAs / deliverables / job expectations)	• Develop and maintain the reporting system for the company, SBUs and functions. • Prepare the reports on time and circulate the same to the function heads, business managers and other management personnel in the organisation. • Analyse the data and provide meaningful conclusions to assist the management in decision making. • Assist business heads in pricing decisions and price list revisions. • Prepare the budgets and forecast for the company in liaison with the various SBUs, Opcos, functions and department heads. • Prepare the results of monthly expense reporting/relevant KPIs and provide guidance to the management on variances by providing insightful analysis. • Develop financial models to help in decision making on leases, capital investment, trading models etc. • Reconcile the management reports and accounting book, liaise with accounting team as required to ensure correctness of reports. • Lead continuous improvement initiatives in FP&A domain through automated processes, adapting to the new technologies, ERP implementation etc. • Lead, motivate, coach, manage and develop the team. Be an ambassador of the cultural attributes of the organisation and ensure the team imbibe the cultural attributes and values.
Critical Success factors (critical / high impact aspects of role)	• Strong communication and presentation skills to effectively present complex financial data to stakeholders. • Excellent conceptual and analytical skills to independently develop financial models based on the evolving needs of business. • Effective collaboration with multiple function heads and business leaders to provide business insights and actionable suggestions. • Organised and detailed to plan and delivery multiple deliverables as per the group timelines.
Academic qualification	• B. com. • Qualified CA / ICWAI/ CMA/ MBA from reputed universities. • Good academic records.

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Experience (exposure)	• 7-10 years of experience in Finance domain out of which minimum 5 years in FP&A / MIS role. • Exposure to trading or manufacturing industry. • Experience in working across multiple teams and management team. Experience in Power BI and ERPs will be an added advantage.
Key attributes (critical functional competencies)	• Good knowledge of accounting standards, management accounting and reporting concepts. • Basic knowledge of statutes and tax rules. • Proficient in MS office Excel & Power point.
Competencies (fundamental skills and attitudes)	• Strong conceptual skills. • Strong numerical and analytical ability. • Ability to go through the details. • Good interpersonal and communication skills to work across different teams and levels. • Team management skills.

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