



Job Description

Job Title:	Analyst, Financial Planning & Analysis ("FP&A")			
Employer:	Sol (Parkland International)			
Location:	Barbados			
Available to:	Yes	Current Sol staff	Yes	External Applicants
Reports to:	Group Manager, Financial Planning & Analysis			
Subordinates:	0			
Purpose:	<p>Reporting to Group Manager, FP&A, the Analyst will be a key member of the FP&A team, will provide support to the Group Manager, FP&A, and Senior Analyst, FP&A, as well as working closely with other teams within Sol's operations as a key business partner.</p> <p>The Analyst will manage and deliver FP&A responsibilities, collaborating with finance and operational teams to meet objectives. They will play a crucial role in advising management and stakeholders through financial insights and reports to drive the business forward. Ensuring high-quality work, the Analyst will also engage in continuous improvement and ad-hoc finance projects throughout the year.</p>			
Principle Accountabilities:	<p><u>Strategic Business Insights, Financial Planning and Analysis</u></p> <p>The Analyst will work with the team on a variety of FP&A related projects, goals and deliverables as assigned, which may include (but not be limited to):</p> <ul style="list-style-type: none"> • Supporting FP&A objectives by partnering with management and stakeholders to provide financial leadership and actionable insights through analysis and reporting. • Playing a crucial role in financial forecasting, variance, and budget-to-actual analysis, along with developing, maintaining, and reviewing financial reports and KPIs. • Engaging in planning and forecasting with finance teams and stakeholders, applying critical thinking for innovative reporting methods, and offering clear, impactful financial analysis to management. • Enhancing financial advisory support with business acumen, leveraging technology for efficiency, preparing management and board presentations, and taking the lead on various FP&A tasks and continuous improvement projects. <p><u>Team</u></p> <ul style="list-style-type: none"> • Promote and build Parkland's culture of BOLD and Commercial Intensity. • Introduce processes and best practices for the team to greatly improve productivity and efficiency. • Support a people culture of high engagement and a high teaming spirit. • Share and implement best practices among team and the wider finance group. 			

BOLD Behaviors and Values	<ul style="list-style-type: none"> • Be an ambassador and supporter of our BOLD leadership behavior and values. • When we are BOLD, we create a work environment where we can thrive and excel through continuous improvement whether we are an individual contributor, manager, director, or the senior leadership team. <div data-bbox="609 184 1282 483"> </div>
Qualification Requirements:	<ul style="list-style-type: none"> • A university degree in Accounting/Finance, Business, or Commerce. • +5 years of experience in finance, accounting, IFRS, and related fields. • Has advanced skills in Excel and PowerPoint. • Familiar with accounting ERP systems and databases. • Professional designation is preferred. • Proficiency in English and Spanish is preferred.
Other Competency Requirements:	<ul style="list-style-type: none"> • Strong numerical skills with the ability to analyze financial models and deliver insights. • Capable of being a strategic partner to operations, showing curiosity and strategic thinking. • Proficiency in managing large data sets. • Excellent teamwork and interpersonal skills, able to work collaboratively across various teams. • Skilled in driving business efficiencies and influencing change. • Ability to manage multiple projects and processes simultaneously. • Outstanding finance, accounting, and analytical skills, with a proactive approach to problem-solving. • Excellent communication skills, able to simplify complex issues for stakeholders. • Self-motivated with a focus on high-quality results and operational excellence. • Willingness to travel or work extra hours during busy periods. • Enthusiastic and committed, with a readiness to meet challenges in a fast-paced environment. • Open to learning, change, and new thinking with a growth mindset. •
Other Information:	<p>In addition to basic salary the successful applicant shall receive applicable job grade allowances and be eligible to participate in The Sol Group Pension Scheme and its non-contributory Group Health and Life Insurance Scheme.</p>
Application Procedures:	<p>Applications are to be submitted by completing the Sol Job Application Form available on the Sol website at solpetroleum.com and submitted via e-mail to careers@solpetroleum.com on or by October 15th, 2025. Applicants must complete all the requested information to be considered. Certified copies of relevant certificates will be requested for those applications under consideration. Only suitable applications will be acknowledged.</p>