Ford Motor Pvt Ltd – Finance Function

Job Description: Techno Finance Associate

(CMA Campus Hiring)

1. About Us

Ford Business Solutions is a global hub of technology and business services within the Ford family, providing a diverse portfolio of innovative solutions that create a significant and lasting impact on various aspects of Ford's businesses worldwide.

Our expertise in Software Engineering, Analytics, Data Sciences, AI/ML, Product Engineering and FinTech drives our technological evolution and helps propel Ford forward on its transformation journey. By adding technology to our skilful command over other services such as Accounting/Financial Analysis, Digital Marketing, Enterprise Connectivity, Manufacturing Engineering, Logistics and Supply Chain Management, we also play an important role in Ford's operational and digital excellence.

With over 25 years of operations and a rapidly expanding cadre of over 11,000 employees in India, we remain committed to driving forward change and fostering transformation across Ford Motor Company.

2. Our Operating Model

In Ford Finance, we organize into global “Skill Teams” (e.g., Manufacturing, Purchasing, Product Development) whose objectives align with both Ford's overall strategy and regional/business-unit goals (NA, SA, Europe, IMG, China). Each Skill Team is led by a Global Finance Controller and supported by regional/BU Controllers, managers, and analysts in a matrix-reporting structure to the Global Controller's Office and the local CFO.

Key finance responsibilities:

- Partner with Skill Teams to build and execute profitable growth-driving business plans
- Optimize capital structure and proactively manage risks and opportunities
- Standardize processes and systems; deliver efficient tools and methods
- Provide financial acumen and business partnership at all levels

The JD / RR of the Techno Finance Senior Associate role is captured below for reference.

3. Role Overview

The Techno Finance Associate is an entry-level hybrid role for a professional who is beginning to "connect the dots" between financial operations and technology. You will support the re-engineering of core finance processes – specifically Budgeting, Forecasting, and Budgetary Control – and contribute to translating those needs into digital solutions, working closely with senior Finance Transformation Process Architects and IT/GDIA teams. This role is designed to build deep functional and technical grounding over the first few years, as a launchpad into broader Finance Transformation leadership.

4. Key Roles Responsibilities

4.1. Core Finance & Business Partnering

- **Cost Analysis:** Support planning and analysis for product programs, including contributing to profitability assessments (TARR, SVA), import-vs-localize and make-vs-buy studies, and business-case development.

- **Cross-Functional Partnering:** Partner with operating, procurement, engineering, and treasury teams to help develop targets, forecasts, budgets, and long-range plans.
- **Value-Stream Analysis Support:** Assist in mapping and analyzing upstream (supplier/tooling) and downstream (production/logistics) processes to identify cost-efficiency and performance-improvement opportunities.
- **Stakeholder Coordination:** Support stakeholder relationships across Skill Teams, regional Controllers, and functional partners, helping ensure alignment on objectives, timelines, and deliverables.
- **Issue Escalation Support:** Help diagnose root causes of issues and support escalation/resolution processes under guidance from senior team members.
- **Close Reporting:** Support month-end close activities, variance analyses, and trend reporting; assist in proposing corrective actions to meet financial goals.
- **Controls Compliance:** Help ensure data integrity, adherence to internal controls and policy compliance, and timely documentation of approvals.
- **Ad-Hoc Analysis:** Deliver ad-hoc analyses for special projects, benchmarking, and risk-opportunity assessments.
- **Consultative Support:** Assist in translating analysis into clear, actionable recommendations for functional partners.

4.2. Techno-Finance / Digital Enablement

- **Project Support:** Support cross-functional sprints between Finance and IT/GDIA, tracking deliverables and helping ensure digital tools meet functional requirements.
- **Process Mapping Support:** Assist in mapping finance workstreams (Planning, Forecasting, Month-end Close, Budget Control) using Value Stream Mapping (VSM) and process flow charting to help identify bottlenecks and friction points.
- **Coordination Support:** Act as a coordination point between Finance stakeholders and IT/Data Engineering teams, helping capture and clarify business requirements for technical teams.
- **Systems Data Support:** Work within SAP S/4HANA and Oracle Essbase environments to support data flow between ERP systems, process workflows, and reporting layers.
- **Solution Building:** Build and iterate on efficiency tools using Data Forms, MS Power Platform (Power Automate/Apps), or visualization tools (e.g., Power BI), under guidance from senior team members.
- **Exposure to AI/Automation:** Support identification of use cases for Agentic AI and LLMs in areas like variance analysis, reconciliations, and forecasting, and assist in early-stage prototyping.
- **Data Quality Support:** Support data migration and lineage tracking for finance data moving into Data Lakes/EDP, helping maintain a single source of truth.
- **Learning Development:** Actively build citizen-development skills (Power Platform, GenAI/LLM prompt engineering, data visualization), participate in upskilling sessions run by senior Finance Transformation leads and apply data analytics learnings from the ICMAI course.

5. Desired Skills

5.1. Desired General Skills Experience

- **Analytical Acumen:** Working ability to analyze data from ERP/BI/spreadsheet sources to support root-cause diagnosis and scenario-building; developing comfort with variance analysis and sensitivity modeling.

- **Stakeholder Management:** Ability to build credibility with cross-functional partners and translate technical analysis into clear points for non-finance audiences.
- **Communication:** Ability to present findings clearly in writing and verbally; developing skills in storytelling with data.
- **Process Orientation:** Ability to map workflows, identify inefficiencies, and support design of scalable improvements.
- **Problem Solving:** Combines quantitative analysis with business judgment to generate options and support pragmatic recommendations.
- **Collaboration Cultural Agility:** Ability to work effectively across time zones, cultures, and matrix reporting structures; adaptable, team-oriented (suitable for early-career candidates).
- **Self-Starter Organization:** Proactive and organized; able to prioritize and manage multiple deliverables under deadlines; experience contributing to or leading small projects is a plus.
- **Integrity Results Orientation:** Demonstrated focus on accuracy and measurable outcomes while maintaining strong internal controls and policy compliance.

Desired Technical Skills Experience

- **Core Finance Foundation:** Working knowledge of FP&A concepts, Budgeting, Forecasting, and Budgetary Control gained through CMA coursework, articleship/practical training, or internships.
- **Systems Exposure:** Familiarity with or willingness to quickly ramp up on SAP S/4HANA and Oracle Essbase.
- **Data Analytics Skills:** Completion of the course 'Data Analytics for Finance Professionals' by The Institute of Cost Accountants of India (ICMAI) is mandatory. Working knowledge of Power BI (or similar visualization tool); exposure to Alteryx or similar ETL tools is a plus.
- **Automation Aptitude:** Interest in and basic exposure to the MS Power Platform (Power Automate, Power Apps).
- **Technical Literacy:** Ability to write basic SQL queries; exposure to Python is a plus; conceptual understanding of APIs is a plus.
- **Methodology Awareness:** Exposure to Lean Six Sigma / process improvement concepts (formal certification not required).

Experience Education: Qualification Pathways

- Education: **Qualified CMA (Cost Accountant)** from The Institute of Cost Accountants of India (ICMAI), with successful completion of the course **'Data Analytics for Finance Professionals'** by ICMAI (mandatory).
- Experience: Fresher (0–1 year) post-CMA qualification; prior exposure to Finance, Analytics, or Technology roles is preferred but not mandatory. Relevant internship/articleship experience (including a Ford internship)

Other Requirement

- Applicants must be Indian citizens and hold all required documents

Demonstrated Potential

A track record of CMA coursework, articleship projects and the ICMAI Data Analytics course project/assessment demonstrating an ability to connect finance concepts with technology/data tools – formal end-to-end automation experience is not expected at this stage.

CTC of INR 12.58 lakhs per annum