

PR/096429 | [Hanoi] Senior FP&A - Fashion Retail

Job Information

Recruiter
JAC Recruitment Vietnam Co., Ltd

Job ID
1623393

Industry
Retail

Job Type
Permanent Full-time

Location
Vietnam

Salary
Negotiable, based on experience

Refreshed
November 17th, 2026 10:28

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

Job Overview

We are seeking a Senior FP&A to lead financial planning, forecasting, performance analysis, and business partnering activities for a leading consumer retail company.

This position works closely with senior management and cross-functional teams to provide financial insights, support strategic decision-making, and drive profitability improvement across the business.

Key Responsibilities

Financial Planning & Forecasting

- Lead annual budgeting and periodic forecasting processes.
- Develop rolling forecasts and long-term financial plans.

- Monitor business performance against budget and identify improvement opportunities.

Business Performance Analysis

- Prepare monthly management reports and KPI dashboards.
- Conduct variance analysis versus budget, forecast, and prior year performance.
- Analyze sales, gross margin, operating expenses, EBITDA, and profitability.
- Perform pricing, product profitability, and cost analysis.
- Monitor inventory performance, stock aging, and working capital efficiency.
- Evaluate promotion effectiveness across channels, regions, and stores.
- Conduct store-level P&L analysis and performance tracking.
- Support strategic projects through financial modeling and scenario analysis.

Cost Control & Profitability Management

- Analyze OPEX by department, function, and cost center.
- Identify cost-saving opportunities and improve spending efficiency.
- Partner with business leaders to strengthen financial discipline and profitability.

Business Partnering

- Collaborate with Retail Operations, Merchandising, Supply Chain, Marketing, E-commerce, and HR teams.
- Provide financial recommendations on investments, pricing strategies, promotions

Reporting & Process Improvement

- Develop and enhance management reporting, dashboards, and planning tools.
- Improve budgeting, forecasting, and reporting processes to increase efficiency and accuracy.
- Support BI and data management initiatives to strengthen business analytics capabilities.

Requirements

- Bachelor's degree in Finance, Accounting, Economics, Business Administration, or related fields.
- Fluent English communication skills.
- Minimum 6 years of relevant experience, including:
    - Experience in FP&A, Commercial Finance, or Management Accounting.
    - Prior experience with international accounting firms is highly preferred.
- Strong analytical and financial modeling skills.
- Experience in retail, fashion retail, FMCG, consumer goods, or multi-store business environments is highly preferred.
- Familiarity with ERP systems (SAP preferred) and POS systems.
- Professional qualifications such as CPA, CMA, CFA, or MBA will be an advantage.

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Company Description