Job Title:	**Commercial Financial Analyst**	**Reports to:**	Chief Financial Officer
Department/Group:	Finance	**Travel Required:**	Limited
Location:	Chanhassen, MN	**Version Date:**	June 2026

Summary

The Commercial Financial Analyst is responsible for providing financial analysis, pricing insights, profitability evaluation, and strategic decision support that drive revenue growth, margin improvement, and overall business performance.

This role serves as a key business partner to Sales, Product Management, Supply Chain, and Finance leadership. Through advanced analytics, financial modeling, pricing strategy, and commercial insights, the Commercial Financial Analyst helps optimize business decisions, improve profitability, and support the company's strategic growth initiatives.

The Commercial Financial Analyst leads pricing and profitability analysis across customers, products, categories, and business segments, providing actionable recommendations that support revenue growth, margin, and long-term value creation.

This role will balance both tactical and strategic responsibilities. In the near term, the Commercial Financial Analyst will play a key role in supporting pricing administration, data management, process development, and foundational reporting capabilities while helping establish the pricing profitability infrastructure needed to support future strategic initiatives.

Key Responsibilities

Financial Analysis & Business Performance

- Analyze revenue, gross margin, profitability, and business performance across customers, products, categories, channels, and business segments.
- Develop financial models and scenario analysis to support strategic decision-making.
- Identify opportunities to improve revenue growth, profitability, and operational performance.
- Conduct ROI analysis related to customer programs, commercial investments, pricing initiatives, and growth opportunities.
- Develop forecasts and scenario analysis related to pricing, margin, and profitability performance.
- Support annual planning, budgeting, forecasting, and strategic initiatives through financial analysis.
- Provide financial insights and recommendations that support growth, profitability, and business objectives.

Pricing Operations & Administration

- Maintain pricing data within ERP and related business systems.
- Execute approved price changes and support pricing implementation activities.
- Monitor pricing accuracy and data integrity across systems and processes.
- Support pricing governance processes, approvals, and documentation requirements.
- Identify opportunities to improve pricing workflows, controls, and operational efficiency.

- Partner with Sales, Product Management, and Operations to resolve pricing issues and ensure timely execution of pricing initiatives.

Pricing Strategy & Profitability Management

- Develop and recommend pricing strategies that support revenue growth and profitability margins.
- Lead pricing reviews and recommend pricing adjustments across product categories and customer segments.
- Lead the company's pricing governance process and facilitate pricing decisions across customer segments and product categories.
- Establish pricing governance processes and approval frameworks.
- Evaluate pricing effectiveness and monitor performance against business objectives.
- Analyze customer, product, category, and channel profitability.
- Identify opportunities to improve pricing performance, gross margin, and overall profitability.
- Develop models to evaluate pricing scenarios and business impacts.
- Support development of long-term strategies and initiatives.

Market Intelligence & competitive Analysis

- Lead competitive pricing analysis and market benchmarking activities.
- Monitor market trends, vendor cost changes, and industry pricing dynamics.
- Recommend pricing actions based on competitive positioning and profitability objectives.
- Provide insights regarding market opportunities, risks, and emerging trends.

Business Partnership & Decision Support

- Serve as primary finance business partner to Sales and Product Management, providing financial insight and decision support related to pricing, profitability, growth initiatives, and customer investments.
- Partner with Sales leadership to improve pricing discipline and commercial effectiveness.
- Support negotiations involving significant customer opportunities and pricing decisions.
- Provide executive-level reporting and recommendations regarding financial performance, pricing, profitability, and commercial initiatives.
- Present findings, business cases, and recommendations to senior leadership.
- Collaborate with cross-functional leaders to evaluate strategic opportunities and support data-driven decision-making.

Analytics & Process Improvement

- Develop dashboards, KPI reporting, profitability analytics, and executive reporting tools.
- Lead initiatives that improve financial reporting, pricing processes, reporting automation, and data quality.
- Partner with IT and business teams to enhance reporting systems, analytics infrastructure, and business intelligence capabilities.
- Support implementation and optimization of financial, pricing, and business intelligence tools.
- Drive continuous improvement initiatives that increase the effectiveness and scalability of financial and commercial analytics processes.

What Success Looks Like

- Pricing data, processes, and governance structures are accurate, reliable, and scalable.

- Foundational pricing and profitability reporting capabilities have been established and adopted by business leaders.
- Revenue growth, growth margin, and profitability improve through data-driven business decisions.
- Customer, product, category, and channel profitability are clearly understood and actively managed.
- Leaders receive timely, actionable financial and commercial recommendations.
- Pricing governance supports consistent, effective, and data-driven decision making.
- Sales and business leaders view Finance as a trusted business partner.
- Financial, pricing, and profitability analytics become a competitive advantage for the organization.
- Strategic business decisions are supported by accurate, insightful financial analysis.

Qualifications

- Experience working with pricing administration, pricing operations, ERP pricing structures, or master data management is preferred.
- 5+ years of progressive experience in commercial finance, financial analysis, pricing, FP&A, revenue management, business analytics, or a related field.
- Strong financial modeling, profitability analysis, pricing analysis, and business decision-support experience.
- Advance Excel skills required.
- Experience with ERP systems, Power BI, Tableau, SQL, or similar analytics tools.
- Strong understanding of financial analysis, pricing strategy, margin management, and profitability analytics.
- Demonstrated ability to partner with business leaders and influence decision making through data-driven insights.
- Bachelor's degree in Finance, Accounting, Economics, Analytics, or related field.

Work Environment

Work is generally confined to a standard office environment.

Physical Demands

The following are some of the physical demands commonly associated with this position.

1. No unusual physical demands are associated with this position.
2. Spends 80% of the time typing while sitting and 20% of the time either standing or walking.
3. Frequently lifts, carries, pulls, or pushes 2 – 6 pounds. Occasionally lifts, carries, pulls, or pushes up to 20 lbs.
4. Uses cart, dolly, or other equipment to carry in excess of 25 lbs.
5. Occasionally stoops, kneels, balances, reaches, crawls and crouches while performing office or work duties.
6. Verbal and auditory capacity enabling interpersonal communication through automated devices, such as telephones, radios, etc.

7. Constant use of eye, hand and finger coordination enabling the use of automated office machinery or equipment.
8. Visual capacity enabling constant use of computer or other work-related equipment.