ABOUT HELIENE

Heliene is a fast-paced entrepreneurial company growing rapidly in a highly desirable industry, with a mission to be part of the solution to climate challenges and contribute to a better planet.

Heliene has taken the challenge to help the world reduce its reliance on fossil fuels, by striving to be a leader in renewable energy. We are a manufacturer of high efficiency and high-quality solar modules. Our modules are produced on state-of-the-art solar manufacturing lines in Minnesota-USA and at manufacturing partners around the world, with our headquarters and research facility located in Ontario-Canada.

Customer First is more than a slogan. It's the guiding principle of our business, a core value, and the cornerstone of our company culture.

WHY JOIN HELIENE

We are looking for talented and motivated people that want to help us shape the solar industry. Under an experienced leadership team, we provide growth opportunities, intellectual challenge and a flexible, collaborative company culture.

We offer comprehensive benefits, including competitive salaries; paid time off; health, dental, vision and life insurance; as well as retirement plans.

THE POSITION

Job Title:	FP&A Analyst (Performance Reporting & Profitability)
Position Status:	Full Time
Department:	Finance – FP&A
Supervision Received:	Director of Finance
Supervision Exercised:	N/A
Location:	Rogers, MN (hybrid)

A.	Monthly Management Reporting	30%
B.	Profitability, Margin & Leakage Analysis	30%
C.	Fabric Semantic Models, Finance Data Agent & Conversational Analytics (AI)	20%
D.	Budgeting & Forecasting Support	15%
E.	Other duties as assigned	5%
TOTAL		**100%**

Reporting to the Director of Finance, the FP&A Analyst (Performance Reporting & Profitability) owns Heliene's monthly management reporting package and the margin analysis behind it. The role explains what drove each month's results across Heliene's three business lines, in-house manufacturing, US OEM and foreign OEM, and puts a dollar value on margin variances between quote and shipment. The role also

owns Finance's financial reporting semantic model in Microsoft Fabric and leads the Finance Data Agent build. They must be highly analytical, skilled in data modelling, and able to work with Operations, Supply Chain, Sales, Accounting and IT to fix root causes, not only report them.

Key Responsibilities:

- Own the preparation of the monthly management reporting package, including income statement, balance sheet, cash flow, and variance analysis against budget, forecast, and prior year.
- Prepare and present revenue, gross margin, and EBITDA bridges, identifying key business drivers and explaining performance variances across business lines.
- Analyze manufacturing performance metrics, including overhead costs, conversion cost per watt, labor productivity, and operational efficiency.
- Partner cross-functionally with Operations, Supply Chain, Sales, HR, Accounting, and IT to gather data, validate results, and support business decision-making.
- Lead monthly profitability and margin analysis, identifying drivers of volume, price, mix, material costs, quality losses, and manufacturing performance.
- Develop and maintain customer, contract, and business-line profitability reporting, including margin leakage analysis and actionable improvement recommendations.
- Build and maintain financial reporting semantic models in Microsoft Fabric and support the development of conversational AI solutions within Microsoft 365 Copilot.
- Design and maintain Power BI dashboards, KPI scorecards, and reporting solutions that provide trusted, consistent financial insights across the organization.
- Support the annual budgeting and forecasting process by partnering with department leaders to develop operating expense and capital expenditure plans.
- Monitor departmental spending, capital projects, and headcount against budget, providing variance analysis and recommendations to support financial planning.
- Perform other duties as assigned by the Director of Finance or delegate.

Minimum Qualifications:

Bachelor's degree in accounting, finance, or a related field, with 4 years' experience in an FP&A or financial analyst role in manufacturing, or an equivalent combination of education, training, and experience.

- CPA or working towards CPA designation is considered an asset
- Experience with product costing, BOM, yield and margin analysis in a manufacturing environment
- A track record of building margin or variance bridges that operations teams acted on
- Experience working with ERP transaction data (production orders, item ledger and value entries); Microsoft Dynamics Business Central is an asset

- Experience building Power BI semantic models and DAX measures; Microsoft Fabric, Lakehouse or star-schema data modelling experience, and interest in conversational AI for finance, are strong assets
- Advanced Excel skills including pivot tables, Power Pivot, Power Query and lookup functions
- Knowledge of US GAAP and IFRS, and experience in solar or other industrial products, are assets
- Ability to work independently to tight month-end deadlines with a high degree of accuracy, and to write clear, concise commentary for senior leadership

Salary Range: $70,000 to $90,000 Annually

Benefits:

- **Employer paid employee medical & dental benefits**
  - **Co-pay for spouse/dependents**
- **Performance Incentive**
- **Life Insurance**
- **401K match**
- **Paid PTO**
- **Paid sick days**
- **Paid personal days**

Qualified applicants should submit a cover letter and resume to the Careers Center.

All applicants must be legally eligible to work in the United States of America.

Heliene is strongly committed to fostering diversity and inclusivity within our organization and is an equal-opportunity employer. Heliene invites and encourages applications from all qualified candidates from equity-deserving groups, and all qualified applicants will receive consideration without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Currently, Heliene USA is not accepting applicants that require sponsorship.