MARAMPA MINES

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Position Title	Financial Planning and Analysis Manager	**MML is an equal opportunity employer, and women are strongly encouraged to apply.**
Department	Finance	
Location	Marampa Mines Site, Lunsar, Sierra Leone	
Reporting to	Head of Finance	

Position Summary

Marampa Mines Limited is seeking to hire a suitably qualified and experienced **Financial Planning and Analysis Manager** whose primary responsibility will be to lead and support the organisation's budgeting, forecasting, and financial planning processes. The role is focused on delivering accurate financial projections, insightful analysis, and data-driven recommendations to support strategic and operational decision-making, and for leading and developing the FP&A team.

Key Responsibilities

- Lead the annual budgeting process, ensuring alignment with operational plans (mining, processing, logistics, G&A).
- Develop and maintain rolling forecasts (monthly/quarterly), incorporating latest operational and market assumptions.
- Coordinate with department heads to build bottom-up budgets (production volumes, costs, CapEx).
- Challenge assumptions and ensure realistic, data-driven planning.
- Maintain integrated financial models (P&L, cash flow, balance sheet).
- Coordinate with Accounting to ensure timely and accurate monthly close.
- Perform analytical review of financial results (P&L, balance sheet).
- Review accruals, inventory movements, and cost allocations.
- Ensure financial results reflect operational performance.
- Deliver monthly performance analysis vs Budget, Forecast, and Prior Period.
- Analyse and explain key variances, Volume (production, sales)
- Price (commodity prices, premiums/discounts)
- Cost (mining, processing, logistics, fuel, labour)
- Translate operational drivers into financial impact (e.g., recovery %, plant availability).
- Provide clear root cause analysis and actionable insights.
- Track and report unit costs (e.g., $/dmt, $/bcm, $/t processed)
- Prepare monthly management reports and dashboards for Executive Committee / Board.
- Support preparation of SteerCo and Board presentations.
- Act as a finance business partner to Mining, Processing Plant, Supply Chain and Commercial
- Monitor and control operating costs across all functions.

- Identify cost-saving opportunities and efficiency improvements.
- Analyse cost drivers such as fuel consumption, equipment utilisation, strip ratio, recovery rates, etc
- Lead FP&A-related ERP (e.g., Microsoft Dynamics 365) optimisation.
- Ensure adherence to: Budget governance processes, Delegation of Authority (DoA)
- Maintain proper documentation and audit trails for forecasts and assumptions
- Lead CapEx budgeting and tracking.
- Evaluate investment proposals using NPV / IRR analysis, Payback period, Monitor project spend vs budget and timeline.
- Ensure proper capitalisation vs expense treatment alignment with accounting

Qualifications and Experience

- Bachelor's degree in accounting, Finance, Economics, Business Administration Data Analytics or related discipline.
- Full professional accounting qualification (ACA, ACCA, CIMA, CPA or equivalent) is essential.
- Master's degree or MBA in Finance, Business or a related field is an advantage.
- Minimum 7 years of progressive experience in FP&A, management accounting, or financial analysis, including at least 2 years in a team leadership or supervisory role

Skills and Competencies

- Strong understanding of financial planning, budgeting, and forecasting processes.
- In-depth knowledge of management accounting and financial analysis.
- Good understanding of mining or heavy industry cost structures (mining, processing, logistics).
- Knowledge of financial reporting standards (IFRS) and their practical application.
- Understanding of CapEx evaluation techniques (NPV, IRR, payback).
- Familiarity with ERP systems (e.g., Microsoft Dynamics 365, SAP) and financial data structures.
- Advanced financial modelling and analytical skills.

Work Environment and Physical Requirements

- The individual must be physically and mentally fit for a fast-paced work environment.
- Standard office hours apply, with some flexibility required.

HOW TO APPLY & CLOSING DATE

Please forward your application, including your CV, cover letter, copies of your educational and professional certificates, and any other supporting documents. To **Marampa Mines Limited. Human Resources** desk via the main entrance gate of the Mine Site, Lunsar, or e-mail: MMLRecruitment@marampamines.com https://marampamines.com/careers/	**The closing date for receipt of applications is 28th August 2026.** Only shortlisted candidates will be contacted and may be required to perform written and practical assessments, where applicable. **Women are strongly encouraged to apply for roles at MML.**