

JONATHAN SLEIGHT, MBA

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BUSINESS ANALYST & STRATEGIST

**Certified Public Accountant (CPA) ■ Certified Compensation Professional (CCP) ■ Chartered Financial Analyst (CFA)
Project Management Professional (PMP) ■ NYS Certified Adult, Community, & Continuing Education Teacher**

Financial guru with proven history of leveraging detailed corporate reports that drive exponential growth

Provide consultative, cross-functional expertise to Senior Management, offering diverse experience in Finance, Human Resources, Sales & Marketing, Research, Operations, International Auditing, and Accounting

Global business expert, leader, and strong implementer with a logical approach to breaking down narrow to broad concepts into identifiable components, and then creating practical plans that deliver quantifiable results. Ensure business foundations are formed and operate with great efficiency from conception. Offer extensive track record as insightful communicator with Executive Team and peers, uncovering company needs and creating viable solutions.

Dedicated to the pursuit of lifelong learning and professional certifications that directly lead to major organizational improvements

PROJECTS & MILESTONES FORESIGHT MANUFACTURING, INC.

- **Research & Analysis:** Led trend analysis that was impetus for restructuring of Price Point model. Compiled broad 5-year history of financial trends by Business Unit, Team, and Category levels for: branded P&L, price list sales and adjustments, marketing contribution, tooling, advertising, overhead, logistics, POS, and retail margins.
- **Operations Planning:** Spearheaded double-digit sales growth during 2-year commitment, strengthening Planning Department and driving ideas from production platform for growth marketing directive. Served as liaison between General Managers at international production facilities and the Director of Marketing at Headquarters.
- **Sales Data Administration:** Managed tracking system project that facilitated housing of historical, current, and projected data for sales, marketing, POS, and production. Developed template for management review that was basis for quota levels. Championed purchase of COORDINATE®, launched for use at worldwide facilities.
- **Human Resources:** Aligned Human Resource strategies with Finance, Engineering, Design, and Marketing through detailed analysis; efforts included sourcing market wage and benefit data. Project was successful in maximizing and retaining talent, while increasing revenue in highly competitive labor market.
- **Audit:** Managed auditing in all national/worldwide departments across ForeSight Manufacturing, providing explicit direction that safeguarded assets and streamlined operations with continuous improvements. Drafted audit procedural manuals and well-illustrated tactical plans for Headquarters and 5 globally-based facilities.

PROFESSIONAL EXPERIENCE

ForeSight Manufacturing, Inc., New York, New York, 2004 – Present

Leading \$1.2 billion international company with 975+ employees and a sales force of 75+; subsidiary of HindSight, Inc.

Financial Analyst & Brand Strategist

Recruited to service all Marketing Department research and price planning needs. Collect and extrapolate business-critical financial data and provide strategic decision-making based on detailed analysis.

Produce multi-level market and sales data that leads to product positioning and quality recommendations. Serve as key project manager on companywide research initiatives, gathering figures through expert use of Investigate® and proprietary computer systems. Formulate figures that target SKU, Team, and Business Unit levels. Maximize consumer purchases by identifying demand, uncovering trends, and adjusting price points, which results in top national/international sales. Collaborate with leaders from key corporate areas, resulting in process improvements.

ForeSight Manufacturing, Inc., continued...**Financial / Brand Analyst**

- Utilize skillful approach to build procedural models that save significant time, as well as allow data to be delivered on specific levels with accuracy.
- Manage major projects that impact all levels of the organization; disseminate requirements to every level, ensuring each piece is completed on-time and within guidelines.
- Spearheaded strategic quota recommendations for vital product line. Provided guidance to NYC General Manager for Key Drivers, including top SKU. Efforts boosted sales while sustaining inventory at minimal capacity. Held accountability for office totaling \$250 million in revenue.
- Drafted a thorough Policy and Procedure manual that was adopted by Sales Research Department.

Prolific Scientific Company, Albany, New York, 1996 – 2004

Leading \$25+ million research and development company with a global team of scientist and sales professional

Compensation Specialist – Human Resources, 2000 – 2004

Appointed to specialist role due to companywide reputation for learning complex concepts with ease and applying creative problem solving to effect positive change.

Improved all aspects of compensation planning and analysis across entire organization of 1,445+ employees, directing accountability and benchmarking for proper salary planning, bonus disbursements, job evaluations/promotions, succession planning, and regression analysis. Supported decision making for HR Generalists, offering expert knowledge of data use and figures to produce key indicators, leading to advanced internal HR controls and structure.

- Awarded bonus for valuable regression analysis, which was basis for meeting compliance for wages, race, and gender dictated by Department of Labor (DOL) and Office of Federal Contract Compliance Programs (OFCCP).
- Maintained sole responsibility for the Worldwide Sales Incentive Plan (SIP); produced and automated using TickTock timekeeping software.
- Created daily sales tracking reports delivered worldwide to sales force of 100+.
- Automated all job descriptions for global divisions. Initiated online and hardcopy filing, streamlining cost effectiveness and maintaining full compliance with Affirmative Action.
- Completed training for and became the Prolific Scientific's MAPS Facilitator across the global organization.

Senior Financial Sales Analyst, 1997 – 2000

Outlined sales performance of main products and projected year-end sales through monthly Executive Summary report. Offered insight to CEO on methods for achieving corporate financial goals. Improved sales for Sears, JCPenney, and Wal-Mart through analysis and planning program. Designed advertising strategies for top-selling products.

Chief Internal Auditor, 1996 – 1997

Responded to auditing needs of President and VP of Finance. Provided annual budget preparation and worked closely with department and senior managers. Performed Annual Pension Plan audit for corporation.

*****Adjunct Professor – Business Finance, New York University, New York, New York, 2000 – 2006**

E D U C A T I O N

Master of Business Administration – Finance & Management ▪ **New York University** ▪ New York, New York
Bachelor of Science – Accounting ▪ **State University of New York at Albany** ▪ Albany, New York
New York State Adult, Community, & Continuing Education Teacher ▪ **Syracuse University** ▪ Syracuse, New York

C E R T I F I C A T I O N S

Microsoft Certified Application Specialist (2008) ▪ Certified Compensation Professional (2005) ▪ Project Management Professional (1999) ▪ Chartered Financial Analyst (1998) ▪ Certified Public Accountant (1995)