

## **ROLE SPECIFICATION**

### **Role Title:**

CMA Finance Cadre

### **Purpose of the Role:**

The CMA Cadre role is a profile providing exposure across key finance functions including Treasury, M&A, Business Finance, Controlling, Reporting, Plant Finance, and Sales Finance. The role builds a strong foundation in financial analysis, operational finance, and business partnering through cross-functional rotations, plant exposure, and dealer interactions, preparing candidates for future roles within the Finance function.

### **Job Responsibilities:**

- Support financial planning, budgeting, and forecasting across business divisions.
- Assist in monthly closing, variance analysis, cost tracking, and management reporting.
- Support Capex evaluation, financial modelling, business case preparation, and ROI analysis.
- Participate in treasury operations including cash flow monitoring and working capital analysis.
- Assist in M&A analysis, due diligence, and financial modelling.
- Contribute to statutory and management reporting in compliance with Ind AS / IFRS.
- Work with Sales Finance teams on dealer performance analysis and RCFI metrics.
- Participate in dealer visits and commercial team interactions to understand financial drivers of the business.
- Support Product Line Finance teams on profitability analysis and product planning.
- Engage with ERC, procurement finance, and plant finance teams to understand operational cost structures and manufacturing economics.
- Participate in plant visits across locations to gain exposure to manufacturing finance.

### **Stakeholder Profiles & Nature of Interactions**

#### **Internal:**

- Treasury & M&A Teams
- Accounting & Reporting Teams
- Business Finance (CV / PV / EV)
- Product Line Finance
- Performance Management
- Sales Finance & RCFI
- ERC Finance
- Procurement Finance
- Manufacturing & Plant Finance

#### **External:**

- Dealers & Distributor Network
- Statutory Auditors / Internal Auditors
- Group Subsidiaries (TML / TMGSL / TMPVL / TPEML / JLR)

### **Desired Candidate Profile**

#### **• Qualification:**

CMA (Campus Hiring) – First Attempt Preferred.

- **Desired Work Experience:**

- Fresh qualified candidates through campus placements.
- Relevant internship or article-ship exposure in finance, audit, or financial analysis preferred.

- **Necessary Knowledge:**

- Financial accounting and reporting (Ind AS / IFRS)
- Financial analysis, budgeting, and forecasting
- Capex evaluation and financial modelling
- Costing and business performance analysis
- Basic understanding of treasury and working capital management

- **Desired Industry and Sectors:**

- Automotive OEM
- Manufacturing
- Industrial / Engineering sectors
- Large diversified organisations

**Skills & Competencies**

- **Learning Agility** — Quickly grasps concepts across finance domains.
- **Analytical Thinking** — Interprets financial data and derives insights.
- **Collaboration** — Works effectively with cross-functional teams.
- **Result Orientation** — Takes ownership and delivers within timelines.
- **Communication** — Clearly presents financial insights to stakeholders.
- **Integrity & Professionalism** — Maintains high ethical standards.
- Eligibility Criteria – 1<sup>st</sup> Attempt CMA, 60% in 10<sup>th</sup> & 12<sup>th</sup>
- CTC (per annum) – INR 12.5 LPA
- Job Location – PAN India
- Number of Vacancies (tentative) – 5