



Job Title: Junior Financial Analyst

Supervisor: Senior FP&A Manager

Job Location: Maui, Hawaii

Hours & Compensation Structure: Full Time, Salary-based

Company Description:

Mahi Pono is a Maui farming company working to transform 41,000 acres of vacant former sugar cane land into a thriving hub of diversified agriculture. Our mission is to sustain Hawaii's well-being through responsible farming.

Job Description:

Mahi Pono is seeking a Junior Financial Analyst to support the Finance team with financial planning, forecasting, budgeting, and operational analysis. This role will assist in data analysis, reporting, and decision-making to ensure financial alignment across the company. The ideal candidate is detail-oriented, analytical, and eager to develop financial expertise in an agribusiness setting.

Primary Responsibilities:

Financial Analysis & Reporting:

- Assist in preparing financial reports, dashboards, and KPI tracking to support business decision-making.
- Conduct variance analysis to compare actual performance against budgets and forecasts.
- Support the creation of segment-level P&L statements, including farming, land development, processing, and departmental costs.
- Assist in creating reports for forecasting and monthly financial results analysis.

Budgeting & Forecasting:

- Assist in the annual budgeting and quarterly forecasting processes.
- Support cash flow analysis to ensure liquidity planning and investment decisions align with business goals.
- Track capital expenditures (CapEx) and ensure alignment with financial plans.

Data Management & Systems Support:

- Maintain data accuracy and integrity in ERP (accounting) and budgeting systems.
- Assist in improving financial reporting processes through automation and system enhancements.

Decision Support & Ad-Hoc Analysis:

- Work closely with the Senior FP&A Manager and operations teams to provide data-driven insights.
- Perform market, yield, and pricing analyses to support strategic planning.
- Assist in financial modeling for new projects, crops, and investment opportunities.

Skills, Knowledge, and Abilities:

Our work environment is highly entrepreneurial. We value honesty, integrity, high general intelligence, flexibility, work ethic, intellectual curiosity and ownership, collegiality, and "a good personal fit" above everything else. In addition to these personal attributes, the ideal candidate should have the following qualifications and characteristics:



Technical & Analytical Skills:

- Strong proficiency in Excel (pivot tables, VLOOKUP, financial modeling, data visualization).
- Experience with or ability to quickly learn financial planning and ERP systems (NetSuite, Adaptive Insights, or similar).
- Understanding of financial statements (P&L, Balance Sheet, Cash Flow) and key financial metrics.

Other Responsibilities:

- Performs other related duties as required.

Education & Experience:

- Bachelor's degree in Finance, Accounting, Economics, or a related field.
- 1-2 years of experience in financial analysis, accounting, or FP&A (internships and entry-level roles count).
- Experience in agribusiness, manufacturing, or CPG is a plus but not required.

Soft Skills & Work Ethic:

- Strong attention to detail and ability to analyze large data sets accurately.
- Excellent communication skills to present financial data clearly to non-financial stakeholders.
- Highly organized, proactive, and eager to learn in a fast-paced environment.
- Ability to work collaboratively with cross-functional teams.

Acknowledgement:

Employee signature below indicates the employee's understanding of the requirements, essential functions, and duties of the position. Manager signature below indicates acknowledgment and review with employee regarding position description.

Employee Signature

Date

Manager's Signature

Date