



JOB DESCRIPTION

Position Title:	Manager, Financial Planning & Analysis	Position Type:	Exempt
Department/Group:	Finance & Planning	Location:	Dallas, TX
Reports To:	Director, Corporate Planning	Direct Reports:	0

Company Description

Kosmos Energy is a well-capitalized, pure play deepwater oil and gas company with growing production, a pipeline of development opportunities, and a balanced exploration portfolio along the Atlantic Margins.

We have production assets offshore Ghana, Equatorial Guinea, and in the Gulf of Mexico, a competitively positioned natural gas project in Mauritania and Senegal, and a sustainable exploration program balanced between proven basins (Equatorial Guinea and Gulf of Mexico), emerging basins (Mauritania, Senegal and Suriname) and frontier basins (Cote d'Ivoire and Sao Tome and Principe and Namibia).

As an ethical and transparent company, Kosmos is committed to doing things the right way. The company's Business Principles articulate our commitment to transparency, ethics, human rights, safety, and the environment. Read more about this commitment in our Corporate Responsibility Report. For additional information, visit www.kosmosenergy.com.

Basic Function

The Finance & Planning organization manages the short-term and long-term planning process for Kosmos. The group is also responsible for certain financial analysis, strategic/analytical support for key corporate initiatives, and developing presentation materials for senior management and Board of Directors meetings.

The candidate will be responsible for supporting all aspects of the short-term planning function, including facilitation of the annual plan and budgeting process, financial modeling, forecasting and analysis, development of internal presentations and reports used by senior management, and other special projects. A key requirement for this role is being able to apply strategic thinking and analysis to complex, multifaceted business issues and then incorporate those learnings in tactical decision making. Candidate must be able to clearly communicate and present results and conclusions to senior management.

Essential Responsibilities and Job Duties

- Design and implement financial models to forecast results of operations.
- Provide operational support for the annual corporate planning and budgeting process, development of presentation materials and preparation of associated analyses.
- Research, analyze and synthesize data from multiple sources into business information.
- Identify business information needs through familiarity with planning and financial processes.
- Identify, obtain and compile data for use in scorecards and budgetary analyses working with coordinators and leaders of all functional areas.
- Prepare timely and accurate analyses of financial results.
- Provide support to accounting functions with timely and accurate analyses.
- Coordinate very closely with embedded planners to facilitate consistent information flow between the groups, including but not limited to, production forecasts, capex requirements, liquidity and cash flow.



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- Handle other projects, duties and responsibilities as assigned.

Qualifications and Education Requirements

- At least 3 years of experience in a similar FP&A role, preferably within the upstream O&G industry.
- Bachelor's Degree in Accounting or Finance required.
- Strong knowledge/understanding of financial accounting, economic analysis, and modeling.
- Strong accounting/GAAP experience is preferred, finance exposure is a plus.
- Fluency working in Excel and related Microsoft Office packages and experience working with corporate databases, such as SQL and Essbase.
- Proven results-based team player able to engage other departments in the economics and financial planning and analysis process.
- Strong verbal and written communication skills; able to develop and present a business case with limited guidance.
- Original, creative thinker with the ability to formulate and express a contrarian viewpoint.
- Able to work in a fast-paced environment.

Attributes

- Strong interpersonal and communication skills
- Proven ability to prioritize and multi-task
- Exceptional productivity skills. Can be relied on to get the job done accurately and on time.
- Has little need for close management supervision and direction and is comfortable and effective in an informal operating environment.
- Proven ability to collaborate with team and generate solutions
- Must be an energetic self-starter with a passion for their work. An engaged, "hands on" team player.
- Ability to handle and protect sensitive information in a confidential and professional manner
- Must be able to work with diverse employees, partners and governments from all parts of the world.
- Ability to handle multiple tasks and to coordinate efforts with other departments as required
- Advanced problem solving, time management, and decision-making skills required
- Advanced written and verbal communication skills, with the ability to partner effectively with all levels of staff

Physical Requirements and Working Conditions

Must possess mobility to work in a standard office setting and to use standard office equipment (computer, printer, copier, etc.) stamina to maintain attention to detail despite interruptions, strength to lift and carry files weighing up to 25 pounds; vision to read printed materials and a computer screen, and hearing and speech to communicate in person and over the telephone

Reviewed By:

Date:



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Approved By:		Date:	
Last Updated By:		Date/Time:	