

Senior Financial Analyst – Pricing

PeopleSoft Job Code / Title: 8135 / Global Finance Sr Analyst
Department / Subdepartment: Global Finance
Organizational Relationship: Reports to the Pricing Manager
FLSA Status: Exempt
UCM Level: Level 3
Last Updated: December 3, 2024

General Summary:

The Senior Financial Analyst – Pricing provides financial, analytical, and business support to drive success towards the firm's goals and objectives. The Senior Financial Analyst leads strategic and tactical pricing initiatives by working both internally and cross-functionally with key legal practice areas and industries to achieve profitable growth for the firm.

Essential Duties and Responsibilities:

"Essential duties" are those that an individual must be able to perform with or without reasonable accommodation.

1. Provides pricing expertise and advisory service to attorneys and other business functions through quantitative (i.e. profitability analysis) and qualitative (i.e. negotiation tactics) support
2. Leads pricing response for the pursuit of new opportunities by developing competitive, innovative, and profitable fee proposals that align to firm's strategic and financial goals
3. Conducts pricing-focused practice group, industry, and market analysis to share with leadership team in order to drive optimal decision making
4. Develops internal pricing database and external go-to-market templates for key product areas that allow for more efficient and effective fee responses on engagement opportunities
5. Assists the Rate Approval Committee by leveraging the ServiceNow database to develop ongoing reports that inform the committee of the outcome, performance, and trends based on historical approval decisions
6. Prepares analysis and presentation materials for annual pricing strategy meetings with senior management and leadership teams
7. Monitors and reviews client performance against economic targets in order to identify opportunities to initiate pricing support
8. Assists with the onboarding process of newly hired lateral attorneys by performing billable rate reviews and conducting pricing orientation sessions
9. Works with pricing leadership team to refine current work processes, develop new tools, and enhance the team's overall knowledge base
10. Prepares recurring and ad hoc financial analyses and reports related to client statistics and firm financial metrics
11. Coordinates with other areas/departments of the firm where overlap exists to develop efficient procedures/communications to streamline processes and satisfy various department needs
12. Completes special projects on various issues as needed or when requested by manager
13. Promotes effective work practices, works as a team member, and shows respect for co-workers

Knowledge, Skills & Abilities

- Knowledge and proficiency in PC applications, including project management software, MS Office, and other programs necessary to complete thorough analyses and reports
- Advanced financial modeling and project management skills

- Advanced ability to perceive and analyze problems and develop alternative strategies to solve them
- Organizational skills/project management skills needed to manage time well, prioritize effectively, and handle multiple deadlines'
- Ability to conform to shifting priorities, demands and timelines
- Ability to undertake large, long-term projects, develop alternative methods to complete them, and implement solutions
- Ability to work in a team environment with a customer-service focus
- Ability to work independently with minimal supervision
- Ability to think creatively and provide financial and project support to attorneys and firm management
- Good communication skills, both written and verbal
- Ability to deliver effective presentations
- Ability to handle confidential and sensitive information with the appropriate discretion
- Well-developed and professional interpersonal skills; ability to interact effectively with people at all organizational levels of the firm

Position Specifications

Education

- Bachelor's degree or equivalent in economics, finance, accounting, business administration, management, or related field required
- Master's degree or equivalent in a related field preferred

Work Experience

- A minimum of four years' experience related to financial analysis and/or project management, preferably in a professional services environment required
- Experience developing financial analysis/modeling and project tracking/reporting preferred

Working Conditions and Physical Demands

- Frequently move (e.g., walk) around the office
- Spend extensive time using a computer, including use of a PC keyboard and mouse or similar data input devices
- Occasional travel may be required
- All Latham & Watkins positions are in a typical indoor office environment

The statements contained in this position description are not necessarily all-inclusive; additional duties may be assigned, and requirements may vary from time to time, and from location to location.