



About Lantern

Would you like to be part of a team that is passionate about delivering excellent customer service? We are proud of our reputation and have been awarded some very exciting the accolade we receive, including **Gold** awards for both Investor in Customers (IIC) and Investors in People (IIP), demonstrate our commitment to putting our customers and our colleagues at the heart of everything we do.

Lantern is respected and trusted leader in our sector, known by reputation for purchasing and recovering debt in a fair, reasonable and compliant way. Our expertise is supporting customers in vulnerable circumstances, and we live by our HEART values (*honest, empathetic, accountable, reasonable & transparent*). Our success and considerable growth in recent years, is a result of our customers knowing and trusting us and, because of this, we are recognised as the specialist within our sector.

With significant investment in our future, and planned growth, we are creating exciting new opportunities for talented people to join our team. If you'd like to know more about us, why not visit our website www.lanternuk.com/who-we-are/our-promise-to-you.

About the role

Pricing Manager

Our office is in Pudsey, and only a few minutes' walk from Owlcotes and New Pudsey train station, with great links to public transport. If you drive, we have free parking on site.

We are offering a competitive salary commensurate with experience plus 26 days holidays (rising with length of service to 29) + bank holidays, along with a healthcare cash plan, annual bonus of up to 10% of salary and a long-term incentive scheme.

So, what will you be doing?

You'll report directly to the Director of Pricing, Data & Analytics and will have responsibility for identifying opportunities to optimise and continuously improve the pricing process and business model suite, to maintain competitive advantage and inform key strategic decision making.

You'll support the delivery of operational and project related plans through effective management of the pricing & analytics team. The role has significant influence for pricing structure and you'll be a confident communicator and influencer with highly tuned negotiation skills in presentation across key stakeholder groups within the business.

Accountabilities

- You'll develop, implement, and monitor new pricing strategies across the business to maximise portfolio acquisitions and profitability in line with company targets.
- You'll work with acquisitions, due diligence, and finance teams to manage the pricing process for new portfolio opportunities.
- You'll develop value modelling capability using predictive modelling and cutting-edge statistical techniques.
- You'll confidently forecast future value and ERC of all purchased portfolios and monitoring performance against original pricing forecasts.
- You'll be responsible for the creation of senior-level presentations that summarise and present key findings.
- You'll support the Director of Pricing, Data & Analytics in delivering best in class analytical capability across the business, including the use of new methods, techniques, tools, processes, and systems.
- You'll assist the successful application of advanced, yet practical analytical capabilities across the company, for attribution, forecasting, optimisation etc.



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- You'll work closely with our operations teams, to define appropriate targets for new portfolios, and to support the delivery of those targets post-purchase through effective strategy.
- You'll manage internal and external resource to deliver projects on time and on budget.
- You'll have responsibility for managing team recruitment, management, development, and performance, ensuring an efficient distribution and flow of work is delegated appropriately across the team, measuring the timely delivery of high-quality and accurate outputs.
- You'll manage the induction and onboarding of new employees into the team, quickly delivering their knowledge of our approach to pricing and analytics.

What you'll need

- Ideally, you'll already demonstrate at least 3 years' experience of working of pricing portfolios from across a number of sectors / industries.
- You'll have operated in a similar role, ideally, within a debt purchase environment.
- You'll have a strong background in financial services and understand the regulatory landscape and compliance requirements.
- You'll demonstrate experience of utilising a range of forecasting methodologies.
- You'll need a degree level qualification in either statistics, economics, or similar numerate subject, or alternatively, hold a post-graduation qualification relevant to this position.
- You'll have strong operational analytics skills and confidently translate findings to wider audiences.
- You'll have a deep understanding of analytics techniques and processes, as well as extensive experience of predictive modelling.
- You'll confidently communicate analytical conclusions and recommendations to peers and senior leaders.
- You'll confidently demonstrate a strong commercial acumen, and strong numerical and analytical skills, which identify underlying behavioural trends, from acquisition to collection processes.
- You'll be a strong leader who is confident in developing the pricing and analytics team's experience and knowledge, identifying skills gaps and supporting growth through performance development plans.
- You'll work closely with other areas of the business, actively motivating and inspiring colleagues.
- You'll have a flexible attitude to your work schedule ensuring that demands from senior leadership are met.

What you'll get in return

- We are offering a competitive salary (dependant on experience)
- You'll get 26 days holidays (rising to 29 with length of service) plus public holidays.
- You'll participate in our annual bonus scheme, which offers you the potential to earn an additional 10% of your salary.
- You'll have the flexibility to work remotely on occasion, whilst still maintaining presence in the office environment to support your team and other colleagues.
- You'll be invited to join our highly rewarding long-term financial incentive scheme.
- You'll be invited to join our highly competitive private medical insurance scheme.
- You'll receive a competitive Healthcare cash plan.
- We provide all colleagues with an Employee Assistance programme, for you and your family.
- You'll benefit from the security of a competitive life insurance policy.
- We'll help you save for the future with a competitive pension scheme.
- We provide you with free on-site parking.
- You'll join a friendly team, with great people and a company that recognises and rewards high performance.

1st stage interviews will be conducted via MS Teams. 2nd stage interviews will be face to face (social distancing measures in place) at our offices in Pudsey.



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Our promise to you when you join the Lantern team...

We'll treat you as an individual – You have unique strengths. We'll do what we can to play to them.

We'll keep listening & talking – Communication is key in any relationship, and we truly value employee input.

We'll help you grow – We admire ambition. If you want to progress, we'll help you find and seize opportunities.

We'll keep it fun - We thoroughly believe work should be enjoyable, and our company culture reflects that.

Due to the nature of our sector, any offer of employment will be conditional and subject to satisfactory background checks (Employment references, DBS Basic and Credit file search