

Candace Thieken

EXECUTIVE PROFILE

Senior finance leader with 15+ years of experience spanning capital markets, financial product development, and agribusiness financing. Proven track record in building and scaling financial solutions, negotiating complex capital structures, managing third-party funding relationships, and driving global strategic initiatives. Unique perspective as both a corporate finance executive and agribusiness founder—understanding that financing is the key driver of adoption, sales, and growth. Adept at leading high-performing teams in matrixed, multinational environments.

PROFESSIONAL EXPERIENCE

Director, Finance Business Intelligence (FBI) | Nutrien | 2023 – Present

- Lead global teams across Finance Reporting & Automation, Master Data, Risk & Compliance, and Central Finance (70+ resources).
- Generated \$1.9M net benefit in 2024 by repositioning finance reporting as a value creation function; cut costs with offshore pilots (~40% per resource).
- Built strong cross-functional alignment with various teams including Treasury, Retail, and Credit through stakeholder listening sessions and strategic reporting initiatives.
- Relocated to Colorado to deepen commitment to Nutrien's leadership team and future growth.

Senior Manager – Business Initiatives / Finance Reporting & Automation | Nutrien | 2022 – 2023

- Shifted Finance development teams to Agile SCRUM methodology, reducing backlog by 75% and accelerating delivery of new solutions.
- Launched Art of the Possible series, showcasing finance solutions to leaders.
- Founded and scaled Finance Automation Team, now delivering 80% of automations Nutrien-wide, delivering high-impact digital tools across Nutrien.
- Promoted to Director within 12 months based on measurable innovation and business impact.

Vice President, Finance – Artificial Intelligence & Machine Learning (AI/ML) | JPMorgan Chase | 2021 – 2022

- Designed valuation processes for \$9B+ AI/ML investment portfolio; methodology ultimately adopted firmwide.
- Partnered with Treasury and Strategy on valuation narratives, investor presentations, and board-level materials.
- Strengthened internal/external investor communications, supporting the Chief Data Officer with executive presentations.
- Recognized by leadership for contributions to Investor Day materials and market-facing communications.
- Established investor and leadership-ready financial narratives, strengthening executive and board engagement.



PROFESSIONAL EXPERIENCE (Continued)

Co-Founder & Chief Financial Officer | Novus Ag | 2013 – 2020

- Founded and scaled one of the top 100 U.S. ag retailers, sold to private equity firm (10x return on investment).
- Secured capital to launch operations; led three acquisitions including financing, legal, and risk management.
- Negotiated and managed third-party financing programs with Rabo, John Deere Financial, BASF, DuPont, Huntington Bank, and Ag Resource Management.
- Structured and executed syndication, credit insurance, and custom financing programs for growers, expanding sales and mitigating risk.
- Oversaw receivables, credit strategy, and compliance—including UCC filings, subordinations, lien management, and fraud prevention.
- Built insurance and hedging strategies stabilizing margins and mitigating risk in volatile markets.

General Manager | Agland Co-op | 2012 – 2013

- Increased seed revenue 3x by introducing early-order financing programs in partnership with Cooperative Finance Association.
- Managed banking relationships with Wells Fargo and local lenders; improved borrowing base reporting and credit strategy.
- Directed marketing and sales initiatives across \$30M cooperative.

Region Finance Manager / Analyst | Crop Production Services | 2009 – 2012

- Finance leader for \$1.6B retail territory, delivering North America's most profitable region for three years.
- Partnered with credit managers to design annual grower financing strategies.
- Spearheaded financial turnaround, increasing divisional NIBT from \$3M to \$11M in one year.
- Promoted from Senior Analyst to Finance Manager within six months.

Core Competencies

- 1 Capital Markets** Syndication | Securitization | Credit Insurance | Investor Relations
- 2 Financial Product Development** Design | Launch | Adoption | Simplification
- 3 Global Leadership** U.S., Canada, Australia, India, LATAM | Cross-functional Alignment | Matrixed Environments

- 4 Strategic Partnerships** Banks, Insurers, Financial Institutions, Retail Leaders

- 5 Agribusiness Expertise** Retail Finance | Credit Strategy | Risk Mitigation | Grower Solutions | Sales & Marketing

Education

MBA, University of Phoenix (2007)
BSBA, Accounting, University of South Dakota (2004)