



WE NEED YOU

WE'RE LOOKING FOR
GROUP FINANCIAL CONTROLLER

LOCATION:

London / Hybrid

WORKING HOURS:
37.5 hours per week

SALARY
£75,000 - £80,000 Per annum

OTHER BENEFITS:
Competitive Reward Scheme Bonus, Life Assurance, Discount portal, Aviva Pension, Samsung/HP Discounts, Company Sick Pay, ETHIC Values - Employee of the month: a chance to win a £500 lifestyle voucher!

CONTACT TYPE:
Permanent

REPORTING IN TO:
Group Finance Director

WE'RE LOOKING FOR A COLLABORATIVE FINANCE PROFESSIONAL

As the Group Financial Controller, you will play a key role within our ambitious and successful organisation and have a broad and varied remit. You will be responsible for overseeing the financial control, reporting, and consolidation activities of the Group. The role ensures accurate and timely financial reporting, strong internal controls, regulatory compliance, and effective financial governance across all entities within the organisation.

You will ensure our Finance ways of working, including processes, and systems are aligned to best practice, ensure efficiency, and continual improvement. Ensuring financial systems and processes are robust and that a clear delegation framework is in place.

Whilst taking responsibility for managing, developing, and motivating the existing Finance team, the successful individual will also need to be hands-on in all areas of the monthly accounts process. This will cover the full remit of transactional requirements through to strategic budgeting and forecasting, variance analysis and the presentation of results.

TO MAKE A REAL DIFFERENCE IN THESE AREAS

FINANCIAL REPORTING & CONSOLIDATION

- Lead the preparation of monthly, quarterly, and annual consolidated financial statements.
- Manage the group close process and ensure timely reporting deadlines are achieved.
- Oversee intercompany invoicing, reconciliations and eliminations.
- Ensure compliance with applicable accounting standards (UK GAAP).
- Maintain and develop group accounting policies.
- Oversee implementation of new accounting standards.

FINANCIAL CONTROL & GOVERNANCE

- Establish and maintain a strong internal control environment across the Group.
- Ensure adherence to financial policies and procedures.
- Monitor financial risks and recommend mitigation strategies.
- Drive consistency and standardisation of financial processes across entities.

AUDIT & COMPLIANCE

- Act as primary liaison with external auditors.
- Coordinate annual group audits and statutory reporting requirements.
- Ensure compliance with regulatory and statutory obligations.
- Address audit findings and implement corrective actions.

BUSINESS PARTNERING & STRATEGIC SUPPORT

- Support the Group Finance Director and senior leadership with financial insights and analysis.
- Provide insightful financial support to Client Development teams, influencing behaviours and performance through analysis of key drivers.
- Promote a business partnering culture across the organisation, ensuring colleagues understand financial priorities and receive actionable support
- Analyse and interpret trends and key factors to provide strategic recommendations to management

BOARD & STAKEHOLDER REPORTING

- Preparation of financial information for the board and non-finance stakeholders, including Group management accounts, budgets, forecasts, cash flow, and other ad hoc financial reports.
- Support informed decision-making by ensuring accurate, timely, and clear financial information is communicated to all relevant parties

TREASURY, CASH FLOW & PROCUREMENT MANAGEMENT

- Management of Group cash flow and oversee debtors' control
- Support accurate cash flow reporting and forecasting
- Devise and oversee procurement processes, ensuring proper authorisation, supplier payments are timely, and cash flow is optimised while adhering to agreed terms
- Drive process changes and system implementations to improve efficiency and control

TEAM LEADERSHIP, COMPLIANCE & SYSTEMS MANAGEMENT

- Lead and manage a finance team of five, fostering a culture of accountability and continuous improvement.
- Promote a high performance and collaborative finance culture.
- Oversee finance systems and controls to ensure accurate, timely, and robust financial information.
- Ensure compliance with statutory and regulatory requirements, including Companies House, HMRC, and other relevant bodies

OUR IDEAL PERSON & THE ESSENTIALS WE'RE AFTER

- You're willing to embrace and deliver on our company values ETHIC (Excellence, Together, Heart, Integrity, Curious)
- You're a qualified accountant (ACA or ACCA)
- You ideally have a practice background
- You've got at least 5 years post-qualified experience in a management finance role for a medium-sized company, with Group accounting experience.
- You're an excellent communicator
- You're a strong people manager
- You're highly skilled in Excel
- You're proficient in finance systems, and have experience in ERP system implementation or finance transformation experience.
- You're experienced in the agency environment or a people-centric business
- You're proven in delivering commercial value with the ability to grow with the role and the business