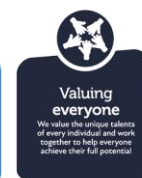


JOB DESCRIPTION

Job Title	Group Financial Controller
Reports to	CFO
Job Purpose	- The Group Financial Controller is accountable for the integrity of financial reporting, the strength of the control environment, and the performance of the finance function as a whole. Beyond this, the role plays a key part in shaping business performance – driving cash, improving margin, and providing clear, actionable insight to the Senior Leadership Team and Board. - The post-holder will lead the day-to-day running of finance, allowing the CFO to focus on strategic initiatives, whilst still contributing directly to key decisions, transformation programmes and stakeholder management.
Key Deliverables	- End-to-end ownership of finance operations and reporting - Driving financial performance, not just reporting it - Cash, working capital and liquidity management - Executive-level insight and challenge - Strengthening controls, discipline and accountability - Leading and evolving the finance function.
Key Accountabilities	Finance Leadership & Functional Ownership - Lead the finance function on a day-to-day basis, acting as the operational lead for all finance activities - Provide clear leadership across Accounting, Financial Reporting, Transactional Finance (AP/AR/Billing) and Treasury - Set standards, expectations and performance management across the team. Financial Reporting, Control & Governance - Own the quality, integrity and timeliness of all financial reporting across the Group - Deliver best-in-class month-end close with meaningful, decision-focused commentary - Ensure a fully reconciled balance sheet with clear ownership and supporting evidence - Maintain and continuously strengthen a robust financial control framework - Lead statutory reporting and external audit, ensuring delivery to timetable with no surprises.



Commercial Insight & Performance Management

- Move the function beyond reporting to driving performance and accountability
- Provide clear analysis of financial trends, risks and opportunities
- Challenge operational performance, cost control and margin delivery
- Embed KPI frameworks that link financial performance to operational delivery
- Support key business decisions with robust modelling and scenario analysis.

Cash, Working Capital & Liquidity

- Take direct ownership of cash visibility, forecasting and control
- Drive improvements in debtor performance, billing accuracy and collection effectiveness
- Support resolution of complex funding, local authority and NHS receivables issues
- Embed a disciplined approach to working capital management across the business.

Systems, Process & Transformation

- Lead the ongoing transformation of the finance function, improving efficiency and control
- Drive standardisation, automation and simplification of processes
- Ensure finance systems support scalable, high-quality reporting and insight.

External & Internal Stakeholder Management

- Own key relationships with auditors, tax advisors and financial stakeholders
- Act as a trusted partner to operational and executive leaders
- Present financial performance clearly and confidently to senior stakeholders, including the Board.

Team Leadership & Capability Building

- Build a high-performing, accountable finance team
- Develop capability across reporting, commercial finance and transactional teams
- Ensure clear roles, ownership and succession planning across the function.

PERSON SPECIFICATION



Knowledge and Experience	• Qualified accountant (ACA / ACCA / CIMA) • Operating at Financial Controller / Finance Director level in a multi-entity environment • Strong track record across both technical reporting and commercial finance • Experience of leading audits, complex group structures and regulated environments • Proven ability to improve cash performance and finance processes • Strong operator with the ability to run the finance function end-to-end • Commercially minded with the confidence to challenge and influence senior stakeholders • High attention to detail combined with a focus on outcomes and delivery • Resilient, hands-on and comfortable in a fast-paced, change-driven environment • Clear leadership style with strong accountability and follow-through.
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