

PERSON SPECIFICATION – COMMERCIAL FINANCE ANALYST

Job title	Commercial Finance Analyst
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Personal Effectiveness (Including Behavioural Competencies)

Behaviours: Essential

- Ability to Influence.
- Assertiveness.
- Customer Focused.
- Risk Aware.
- Teamwork.

Competencies: Essential

- Commitment to Customer Service - Achieving function customer-focused excellence.
- Delivering Positive Outcomes - Coordinating others' efforts, activities and resources to work towards and achieve agreed outcomes.
- Showing Personal Leadership - Professional leadership in the workplace.
- Effective Communication - Communicating with groups.
- Building Relationships - Working across teams within a business area.
- Innovation and Change - Solving complex problems and implementing change.
- Developing and Applying Job Knowledge and Skills - Developing and applying job knowledge and skills to team.
- Business and Financial Acumen - Growing the business and managing budgets.
- Applying Management Information - Applying management information to make business decisions.
- Leading People - Manage a defined group of people.

Technical Effectiveness (Including Skills and Knowledge)

General / Management Skills: Essential

- Communication and Customer Relationship – Regional Managers / Budget Holders.
- IT Skills - Advanced MS Office / Advanced Finance Applications.

Functional Skills: Essential

- Data Analysis and Interpretation.
- Effective Engagement with Non-Financial Managers.
- Data Accuracy and Attention to Detail.
- Financial Challenge and Improvement.
- Being Commercially Aware.
- Finance and Accounting.
- Operational / Commercial.

Functional Skills: Desirable

- Stewardship / Control / Guardianship.
- Financial Modelling.
- Applications / Systems Expertise.
- Business Development.

Knowledge: Essential

- Technical Accounting Expertise.

Knowledge: Desirable

- Financial Horizon Scanning.
- Continual Professional Development.

Acquired Experience and Qualifications**Qualifications: Essential**

- AAT Qualified. (or Graduate)

Qualifications: Desirable

- CCAB Part-Qualified or Qualified.

Experience: Desirable

- Experience within a large organisation.
- Experience within a commercial (profit making) organisation.

Other Requirements

Any successful applicant, who receives an offer for a post that involves regular working with vulnerable adults or children, will be subject to an enhanced CRB check.

Equality is one of Turning Points core values and we are committed to providing high quality person centred services to all who need them, reflecting and responding to the diversity of the communities we serve. We therefore welcome applications from all sections of the community in order to work with our service users in the most effective way.