**Role Profile – Group Financial Controller**

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| **Job title:** | Group Financial Controller |
| **Reporting to:** | Head of Finance |
| **Responsible teams:** | Financial Accounts, Accounts Payable, Accounts Receivable |
| **Key accountabilities** | **Finance leadership and transformation*** Demonstrate leadership behaviours that advocates Turning Point’s Values, championing a collaborative culture, across Finance and through effectively influencing the wider business.
* Support the Head of Finance in the production of the rolling three-year financial strategy and on strategic finance projects as needed.
* Design and implement forward-looking treasury and tax strategies and advise on operational approaches to addressing structural balance sheet challenges.
* Drive continuous improvements in finance operations and ways of working, streamlining end-to-end processes and reporting.
* Champion automation and digital transformation initiatives through the adoption of digital tools and data-led reporting to enhance efficiency.
* Deputise for the Head of Finance as required.

**Technical Accounting Excellence*** Oversee month-end close, reconciliations, and preparation of statutory and management accounts.
* Ensure compliance with accounting standards, tax, and regulatory requirements.
* Act as subject matter expert on pension accounting and reporting, VAT management and audit requirements.

**Financial Reporting and Insights*** Responsible for overseeing the production of the annual financial statements for the Charity, the subsidiary company and Group, working with external auditors to ensure a clean Audit Findings Report.
* Ensure timely and accurate financial reporting is submitted in line with all statutory, regulatory and internal management requirements, partnering with appropriate stakeholders.
* Lead the accounts receivable, payable and financial accounting functions to ensure robust working capital management and a strong control environment.
* Develop dashboards and analytics to improve visibility of financial and operational performance.

**Relationship Management*** Support and challenge internal business stakeholders to ensure optimal operational and strategic decision-making.
* Lead the ongoing external relationships with;
* our external auditors, ensuring we apply the most advantageous treatments and appropriately challenge their recommendations.
* pension advisers, advising on valuation impacts together with appropriately adjusting forecasts for the defined benefit pension scheme.
* workplace pension provider, monitoring performance and escalating any issues to the Pensions Committee.
* insurance brokers, ensuring cost effective cover is obtained and recommending changes as required.
* Build and maintain strong relationships with other key stakeholders including: the bank, commissioners, regulators, pension trustees, advisors, internal auditors and board members/committees as required.

**Risk Management*** Manage internal audits to identify and reduce non-compliance with financial policies and procedures.
* Maintain and seek to enhance robust internal controls and risk management processes.
* Manage escalations of any major non-compliance and lead negotiations of disputes or contract issues as appropriate.
* Support the Head of Finance in maintaining robust organisational fraud management.

**Lead and inspire** * Mentor and support line reports, sharing expertise in technical accounting and process improvement.
* Provide clear direction, coaching, and development to drive team performance, professional growth and support effective succession planning.
* Identify changing requirements of skills and knowledge across the team with a future focussed lens to identify ongoing capability and capacity requirements.
* Build a high-performing team by ensuring there is an effective plan for attracting, retaining, motivating, and developing staff.
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| **Qualifications and experience** | * Qualified member of a professional accountancy body.
* Minimum 5 years’ experience in a financial management role, leading transactional teams.
* Demonstrated success in leading finance transformation projects, including system implementations, automation and efficient financial processes.
* Prior experience in the health and social care sector is desirable.
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| **Skills and competencies** | * Strong people and change management skills, with a collaborative approach.
* Excellent technical accounting knowledge with the ability to interpret and apply financial standards.
* Experience of defined benefit pension schemes.
* High attention to detail, analytical approach, and a continuous improvement mindset.
* Excellent communication, stakeholder management and leadership abilities.
* Adept at identifying problems and implementing effective solutions.
* Strong commercial awareness with the ability to influence at senior levels.
* Demonstrates the highest level of integrity and promotes ethical behaviour across the company.
* Ability to align financial management with the organisation's strategic goals while meeting the needs of the people we support.
* Ability to scan the operating environment and identify threats and recommend actions to mitigate future financial risks.
* Ability to adapt to the evolving needs of the health and social care sector
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