**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. |
| |  |  | | --- | --- | | **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. | | **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 | | |