

JOB TITLE	Chief Financial Officer
LOCATION	Reading, United Kingdom
EMPLOYMENT	Permanent

DESCRIPTION OF FUNCTION

The Chief Financial Officer is a senior financial executive and principal financial adviser to the CEO and Board. The CFO owns financial strategy, planning, governance, reporting, treasury, taxation, project accounting, commercial finance, insurance and financial risk management.

This is a strategic and hands-on role. The CFO combines executive financial leadership with direct oversight of accounting, cashflow, statutory compliance, project performance and management reporting, while developing a scalable finance function for multiple projects, markets and legal entities.

JOB RESPONSIBILITIES

Financial strategy, planning and analysis

- Translate approved strategy into integrated financial plans, targets, investment priorities and funding requirements.
- Lead annual budgeting and periodic forecasting, including profit and loss, balance sheet and cashflow forecasts.
- Provide scenario and sensitivity analysis for project awards, delays, investment, payment profiles, foreign exchange and growth.
- Monitor revenue, margin, EBITDA, cashflow, working capital, liquidity and forecast accuracy, and recommend corrective action.

Board and management reporting

- Prepare accurate, timely and decision-focused monthly management information and Board packs.
- Present results, forecasts, liquidity, risks, opportunities and recommendations to the CEO, Executive Leadership Team and Board.
- Maintain consistent executive dashboards covering order intake, backlog, revenue conversion, project profitability, expenditure, EBITDA, cash and working capital.
- Ensure financial and operational management information is reliable, reconciled and understandable to non-financial users.

Accounting, control and statutory compliance

- Take overall responsibility for the integrity of accounting records and financial information.
- Lead monthly, quarterly and annual close; oversee reconciliations, payables, receivables, payroll accounting, expenses and intercompany accounting.
- Maintain proportionate accounting policies, segregation of duties, approval workflows, payment controls and fraud-prevention measures.
- Ensure appropriate accounting treatment of revenue, work in progress, contract balances, inventory, provisions, foreign currency, R&D and fixed assets.
- Lead statutory accounts, audit, tax returns, filings and corrective action arising from audit or control reviews.

Project and commercial finance

- Establish consistent project-accounting, baseline, forecasting and financial approval requirements.
- Review tenders, pricing, contract cashflow, milestones, retentions, guarantees, bonds, warranties and financial obligations before commitment.
- Monitor project revenue, cost, cashflow, margin and forecast-at-completion and challenge project recovery plans.
- Support variations, change orders, claims and assessment of liabilities, liquidated damages and performance obligations.
- Lead post-project financial reviews and ensure lessons are reflected in future bids and controls.

Treasury, funding and working capital

- Maintain direct oversight of cash, liquidity and short- and medium-term cashflow forecasts.
- Optimise invoicing, receivables, supplier payments, expenditure commitments and cash conversion.
- Manage relationships with banks and advisers and assess facilities, guarantees, bonds, letters of credit, project funding and foreign-exchange arrangements.
- Monitor compliance with banking terms, covenants, mandates, authorisation limits and treasury policies.
- Advise the CEO and Board on funding, investment, capital expenditure and corporate-development options.

International finance, tax and insurance

- Provide financial oversight of UK and international entities, including consolidation, intercompany charging, funding and reconciliation.
- Coordinate with regional teams, accountants, tax advisers, auditors and professional service providers.
- Oversee corporation tax, VAT, payroll taxes, withholding taxes, indirect taxes, transfer pricing and permanent-establishment risks.
- Coordinate insurance arrangements and monitor exposure from warranties, indemnities, guarantees, contractual liabilities and uninsured risks.

Finance systems and team leadership

- Define and implement a secure, controlled and scalable finance-systems and data strategy.
- Improve integration between finance, project management, procurement, payroll, timesheets and commercial systems.
- Lead, structure, recruit, develop and succession-plan the finance function with appropriate separation of responsibilities.
- Manage external accountants, auditors, tax advisers, insurance advisers and other finance-related providers.

HSEQ, compliance and risk

- Demonstrate visible leadership of health, safety, environmental and quality performance across office, workshop, supplier, mobilisation and offshore activities.
- Comply with, and support effective implementation of the integrated Management System and applicable legal, regulatory, contractual and certification requirements.
- Ensure commercial, financial, schedule or operational pressure does not override safety, quality, technical integrity or regulatory compliance.
- Exercise authority to stop or suspend activities presenting unacceptable risk within the scope of the role, and escalate promptly through the approved governance process.

CAPABILITY PROFILE; KNOWLEDGE, SKILLS AND EXPERIENCE

Essential qualifications and experience

- Professionally qualified accountant in good standing with ACA, ACCA, CIMA or an equivalent recognised body.
- Significant senior finance leadership experience in a growing organisation, combining strategic leadership with hands-on control.
- Strong technical accounting, budgeting, forecasting, modelling, cashflow and working-capital capability.
- Experience of project accounting and financial management of multiple concurrent projects.
- Experience preparing and presenting financial information to a Board or senior executive team.
- Experience of statutory accounts, audit, tax, banking, insurance and regulatory compliance.
- Commercial judgement supporting tenders, contracts, pricing and international operations.
- Experience implementing or improving systems, reporting processes and internal controls.

Desirable experience

- Experience in oil and gas, subsea, pipelines, offshore energy, engineering, manufacturing or technical services.
- Experience of international subsidiaries, branches, transfer pricing and intercompany arrangements.
- Experience of joint ventures, consortia, funding facilities, guarantees, performance bonds or corporate transactions.
- Experience of grants, innovation funding, R&D tax incentives, ERP, project-accounting or business-intelligence systems.
- Experience supporting rapid growth or organisational transformation in an SME.

Knowledge and competencies

- Strategic and commercial thinking with excellent financial and analytical capability.
- High integrity, confidentiality, professional judgement and constructive challenge.
- Ability to convert complex financial information into clear business recommendations.
- Strong leadership, negotiation and stakeholder-management capability.
- Attention to detail without losing sight of strategic priorities.
- Practical, solutions-focused ownership of the complete finance remit in a lean organisation.

Success measures

- Accurate, timely and decision-focused reporting and forecasts.
- Strong liquidity, working-capital control and cash visibility.
- Reliable project accounting, margin management and financial risk escalation.
- Compliant statutory, tax, audit, banking and insurance arrangements.
- Proportionate controls and scalable finance systems across UK and international operations.
- A capable finance function that supports growth while maintaining independent financial discipline.