

Job Title:	Finance Director
Reporting To:	Managing Director
Company:	Milbank Concrete Products Limited
Industry sectors:	Manufacturing, Concrete Pre-cast Products
Main Responsibilities	➤ To be responsible for the financial strategy, performance, control and sustainable growth across both concrete businesses in the Milbank Group. ➤ To be responsible for the production of accurate monthly management accounts and supporting commentary for presentation to the board in accordance with Group reporting deadlines. ➤ To be responsible budgeting, forecasting and strategic planning across both companies, including sales pipeline, capacity, pricing, cost inflation, cashflow and capital expenditure assumptions. ➤ In conjunction with the senior management team, develop and improve the current reporting mechanisms used to produce management accounting information to improve efficiency and aid decision making. ➤ Working with other areas of the business, ensure the development of policies, systems and processes that meet the changing business needs. ➤ To take responsibility for the development, maintenance and effective use of the ERP system, ensuring it supports the operational and financial needs of both businesses. ➤ To provide ERP system support, guidance and training to users across the business, helping to improve data quality, process efficiency and system adoption. ➤ To develop and lead a vision for AI integration across the business, identifying opportunities to improve efficiency, insight and decision-making in finance and across sales, estimating, production and installation, and ensuring new tools are adopted responsibly and deliver measurable value. ➤ To be responsible for managing cash for the business within set Group parameters, including regular cashflow forecasting and reporting. ➤ To oversee over product costing, margin analysis, pricing support, contract risk and commercial decision-making across sales, estimating, production and installation. ➤ To be responsible for compliance with all Statutory/HMRC reporting requirements. ➤ To manage, motivate, develop and recruit all members of the finance team. ➤ To develop and maintain good relationships with external advisors as required. ➤ To negotiate utility, insurance and leasing contracts as they fall due for renewal.

	➤ To be an active member of the leadership team, contributing to strategic planning and development. ➤ Monitor external contracts and supplier services to ensure that these are operating effectively and provide best value to the company. ➤ Carry out all necessary actions to ensure that the company meets its financial and legal obligations.
KEY RESPONSIBILITIES:	
Management & Leadership:	➤ Organise the finance team to ensure that the monthly processes are completed with efficiency and quality. ➤ Provide day to day leadership, direction, and support for the direct finance and wider departmental teams. ➤ Be a role model for the company values demonstrating leadership and a proactive approach.
Health and Safety:	➤ Adopt and demonstrate a positive and proactive approach to all Health & Safety matters.
Group	➤ Full financial leadership responsibility for both concrete companies within the Group, ensuring consistent reporting, controls, processes, systems and commercial insight across Earls Colne and March.
HR Function	➤ The Company HR Administration & Payroll Function reports into this role.
Education and Training:	➤ Provide and support a day-to-day culture, that leads to the growth in skills and capability across the team. ➤ Contribute to the in-house training and performance KPI system.
Budget and Resource Management:	➤ Manage the allocated resource effectively and efficiently, ensure this contributes positively to the wider budget.
Continuous Improvement:	➤ Positively contribute to and drive forward improvement projects.
OBJECTIVES:	
Objectives	➤ Standardise reporting across both sites ➤ Strengthen working capital management ➤ Improve margin and product-costing insight ➤ Link finance, operations, sales and installation KPIs ➤ Utilise financial and non-financial data to influence short and medium-term strategy. ➤ Support strategic planning and investment appraisal ➤ Improve financial data quality and availability. ➤ Improve and standardise reporting tools. ➤ Develop and support the ERP system to improve business processes, reporting capability, data quality and user adoption. ➤ Mitigate financial risks. ➤ Improve forecasting.

CRITICAL SUCCESS FACTORS, BEHAVIOURS, SKILLS & ESSENTIAL QUALIFICATIONS:

CRITICAL SUCCESS FACTORS	➤ Comfortable and proficient in managing and supervising a team ➤ Acts as a role model whilst leading by example. ➤ The ability to influence and lead day to day. ➤ The ability to direct priorities and manage workforce planning and scheduling. ➤ Flexibility and a willingness to embrace change. ➤ A continuous improvement outlook and focus. ➤ Working collaboratively within a Group Structure.
BEHAVIOURS:	➤ Self-motivated and results driven. ➤ Strong leadership and teamwork skills. ➤ Excellent organizational and time management abilities. ➤ A strong work ethic that gets things done with minimal supervision. ➤ Adaptability and willingness to embrace new technologies and methods. ➤ To provide support and challenge to the company board and wider Milbank Group team.
SKILLS:	➤ Experience of leading finance in a manufacturing, construction or project-based business, at Finance Director or senior financial controller level ➤ Demonstrable track record of developing control systems and processes in response to changing business needs. ➤ Strong knowledge or experience in management & leadership. ➤ Problem solving skills. ➤ Advanced Excel, ERP/accounting systems, Power BI or similar reporting tools, and the ability to develop automated, reliable management information ➤ Strong understanding of ERP systems, including system development, process improvement, user support and data integrity. ➤ Proven track record in leading teams and providing effective business partnering outside of the finance function. ➤ Good communication skills. ➤ The ability to keep key stakeholders informed.
ESSENTIAL QUALIFICATIONS:	➤ Qualified accountant — ACA, ACCA, CIMA or equivalent. ➤ Desirable experience in manufacturing, construction, precast concrete or project-based businesses.
TERMS & CONDITIONS	➤ Competitive rate of pay. ➤ Discretionary bonus, linked to individual and Company results. ➤ Pension Scheme. ➤ Subsidised canteen. ➤ 25 days holiday plus bank holidays. ➤ Company Car Scheme.