



POSITION PROFILE
Group Financial Controller



The Company	3
The Role	4
Preferred Candidate Background	5
Remuneration and Recruitment Process	6





3t is a world leader in global workforce training and competency. They work in partnership with people and businesses to create the best learning outcomes for them and their teams, that make lasting impact on careers, businesses, and industries. 3t is the combination of world-leading companies that are together transforming training in the energy, and wider safety-critical sectors, combining cutting-edge immersive technology with award-winning high-impact workforce training. By bringing all of their companies under the 3t name, it reinforces their standing as a global training powerhouse operating across 60 countries worldwide.

Training, Technology and Transformation are the cornerstones of 3T and their world leading businesses and joint ventures. With a truly global customer base, they operate across 60 countries and are represented by a diverse workforce of over 17 nationalities, with offices and training centres located in the UK, North and South America, and the Middle East. 3T are proud to be the UKs leading training provider for the energy, and wider safety critical sectors, and a major player globally.

At 3t they pride themselves on working with industry and communities, building partnerships which support the development of local content across the globe. They do this through strategic joint-ventures and partnerships with local entities to ensure that our world-class training and competency can create more impact and support in up-skilling and re-skilling workforces across a multitude of industries.

The 5 key areas of the business include:

- **3t Training Services:** Offering a comprehensive range of courses designed to meet the needs of today's workforce
- **3t Digital:** Dedicated to transforming training through the use of market leading software and immersive technology
- **3t Drilling Systems:** at the forefront of simulation technology, developing advanced solutions that improve safety and efficiency in the oil and gas industry
- **3t Workforce Solutions:** offering upskilling, reskilling and diversification programmes that ensure expertise reaches every corner of the globe
- **3t Managed Services:** providing comprehensive solutions for training and competency management, globally

As individuals and as an organisation, 3T are passionate about living their values, every day. These values guide and influence how they do business, how they communicate, and how they interact with people, customers, and their industries.

The strong 3t culture means that they care about improving their own workplace, that of their customers, and the communities in which they operate.



Background to Current Opportunity

This role comes at a key time for the company, the Group is forecast to exceed £75m of revenue in the next twelve months and it is expected that this will at least double in the medium term through a combination of organic and inorganic growth.

The finance function has been divided into two core areas of focus. Following a change in the team, the Group CFO needs to appoint a new Group Financial Controller (FC) to take accountability and to ensure that robust and accurate financial accounting, reporting, and financial controls are in place across the Group.

This person will play a critical role in the risk and control environment for the Group. The role is an essential part of the senior Group finance team, taking responsibility and ownership for the implementation of appropriate policies, procedures and processes to ensure an effective control environment; providing key strategic information to the leadership team to inform decision making and drive business performance. The role will primarily be based in Newcastle with the expectation of regular travel to all locations where 3t Group has operational and administrative teams.

Duties and Responsibilities:

- Ownership and development of a group finance function, including group reporting, management reporting, tax and treasury
- Internal reporting, including consolidated monthly management accounts, and ad hoc reporting to the business with the ability to refresh and develop reporting to ensure it remains insightful and fit for purpose
- Review of consolidation process and implementation of a suitable consolidation tool
- External reporting, including reporting financial information to lenders, investors and other key external stakeholders
- Day-to-day relationships with lenders and funders, including covenant compliance and robust cash forecasting
- Management of external audit and development and documentation of strong internal controls framework to support rapid future growth
- Maintenance of up-to-date technical knowledge of IFRS and UK GAAP within the team
- Ownership of group and subsidiary accounting policies
- Ownership of statutory accounts and tax filings in the UK and overseas
- Direct responsibility for annual statutory audit workstreams
- Treasury management, including multi-currency FX and hedging strategies



Thoughts on Preferred Candidate

This role will suit an ambitious qualified and experienced individual seeking a role that positions them well for future progression to Group Finance Director level. The company are seeking an individual who is comfortable in a fast paced, energetic environment and is a natural self-starter.

The role will offer broad scope and will be working in an entrepreneurial environment with extensive interaction with stakeholders and intermediaries. The organisation is seeking an individual with appropriate post qualification experience who is experienced operating at a senior level and is coming from a larger, more complex structured business background with ideally a global reach. Excellent technical accounting knowledge will be key as well as having operated in a Group environment.

Person Specification

At 3t their values of Innovation, Collaboration and Excellence are at the heart of what they do and reflect what is important to 3t, how they operate and fulfil their vision. They are looking for future colleagues who believe in the power of working together by being open and respectful, think creatively and dare to be different to find solutions and are dedicated, driven and passionate to strive for excellence.

Relevant Experience:

- A relevant accounting qualification: CA/ACA/ACCA/CIMA
- Exceptional levels of technical accounting knowledge coupled with the desire and ability to be the 'subject matter expert'
- Ability to be the 'right hand' person to the Group CFO
- Understanding of larger and complex business structures and groups
- A proven track record in group structures
- Experience of leading and developing teams
- The ability to manage external stakeholders
- Strong commercial acumen

Other Competencies:

- Exhibits strong leadership skills and is a team player
- Capable of working effectively under pressure
- Demonstrates agility and adaptability
- Ability to operate at multiple levels, including presenting to Board and prospective investor level
- Possesses good influencing skills, embraces change and drives issue resolution



Salary: An attractive financial package is on offer commensurate with experience

Other Benefits: Cycle to Work
HSF Health Scheme 2 and Perkbox
Private Medical Insurance
Provided lunches when in Aberdeen/Newcastle offices.
Pension - 5% EE, 3% ER
AL - 25 days + 8 public holidays (England and Wales)



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The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- First round interviews are with the incumbent Financial Controller and Interim FC
- Second round interviews are with the Group CFO
- Face to face coffee with Group CEO and CFO
- Applications should be sent to Hazel Wynn at Rutherford Cross:
hazelwynn@rutherfordcross.com