



POSITION PROFILE

Finance Business Partner



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Founded in 1987, Dales Marine Services is a cornerstone of Scotland's maritime industry. With a longstanding history of supporting the offshore and marine sectors, Dales Marine has built a strong reputation as a trusted provider of the full range of dry dock, ship repair, maintenance, steelwork construction and fabrication services. Headquartered in Aberdeen, Dales Marine operates in five dry docks (Aberdeen, Leith, Greenock, Troon and Grangemouth) providing unrivalled dedicated support to the global marine, aquaculture and offshore energy industries 24/7, 365 days a year. Committed to safety, quality, and efficiency, Dales Marine plays an essential role in supporting the Scotland's offshore operations.

The team at Dales Marine comprises highly skilled engineers, technicians, and project managers with decades of combined experience in maritime services. From planned maintenance projects to urgent repairs, the team understands the unique challenges of offshore work and brings technical expertise and problem-solving skills to every project. Known for reliability, speed, and precision, Dales Marine upholds a standard of service that ensures clients' operations run safely, smoothly, and efficiently. Dales Marine has built up a considerable client base including major industry companies in the UK and internationally.

Equipped to handle a wide range of projects, Dales Marine specialises in everything from comprehensive vessel repairs to advanced fabrication and welding. The company's facilities feature state-of-the-art equipment, enabling them to offer services such as precision machining, hydraulics, electrical engineering, and steelwork. Working with vessels of all types, from fishing boats to commercial and support vessels, Dales Marine is dedicated to delivering tailored solutions that meet the specific needs of each client, no matter how complex.

As the energy landscape continues to evolve, Dales Marine has expanded its services to support the renewable energy sector, particularly offshore wind. Through continual investment in people, technology, and safety standards, the company is well-positioned to meet the demands of both traditional and emerging markets. Dales Marine remains at the forefront of the industry, bringing expertise and innovation to every project.

Dales Marine is known for building lasting relationships with clients based on trust, quality, and a commitment to service excellence. With a reputation for delivering projects on time, on budget, and to the highest standards, clients can rely on Dales Marine for dependable and responsive support.

Today, Dales Marine boasts revenues of c£50m and employs 210 people across their three main locations in Aberdeen, Glasgow and Edinburgh. In 2021, the business was bought by H2 Equity Partners which has provided a significant platform for future growth.



Job Title:	Finance Business Partner
Reporting to:	Financial Director
Location:	Aberdeen

The Finance Business Partner (FBP) will work with Operational Managers to understand the drivers of the financial results, deliver timely and quality financial information. You will provide detailed commercial and financial information to align support with business strategy.

Overview:

- **Financial Analysis:** Conduct in-depth financial analysis, including budgeting, forecasting, and variance analysis. Identify trends, risks, and opportunities to enhance financial performance
- **Stakeholder Engagement:** Build strong relationships with operational management, support services, department heads, and project managers
- **Performance Metrics:** Track key performance indicators (KPIs) to measure business performance. Provide actionable recommendations based on KPI insights
- **Budget Management:** Assist in the preparation and monitoring of budgets. Collaborate with business units to ensure adherence to financial plans
- **Decision Support:** Provide financial insights for strategic initiatives, investment decisions, and cost optimisation efforts. Support the creation and evaluation of business cases and assess their financial impact
- **Forecasting:** Support and prepare Business Unit financial forecasts, considering operational information, market trends, and internal factors
- **Risk Assessment:** Identify financial risks and identify mitigation strategies. Work closely with Group FC and FD to minimise exposure





Key Accountabilities:

- There will be a requirement to co-ordinate input from peers within the finance team, and the wider business
- Working with site contacts and departments to establish what an 'effective business partner' is, and what is required from the relationship between finance and the rest of the business
- Owning a subset of management accounts (portfolio) within Dales group, with a key role in preparation of monthly reports for management information and decision making
- Supporting and active involvement in annual budget and target setting exercises, underpinned with periodic rolling forecasting, informed by budget holders and supported with information and experience gleaned from successful business partnering
- Ongoing measurement and target of KPIs and management reporting mechanisms built from the data available within the current system set up, along with ability to ensure that data collected within the systems is appropriate and accurate for effective decision making
- Continuously reviewing operational performance through financial performance and related KPIs to provide understanding of profitability and strategic delivery with a view to providing supporting data to maximise commercial success and minimise financial risk
- Active role in regular review of risks and opportunities arising from commercial and operational activities; working with Operational management to support them in mitigating and maximising as required and highlighting where to watch
- Active role in the Site Operation's Team, attending relevant team meetings to build strong and supportive relationships across the wide spectrum of departments
- Working closely with the business development, accounts receivable and payable leads to identify trends and provide commentary on financial outturn
- Ensuring accounting records report accurately both work complete and work in progress
- Taking a supportive role in the review of annual statutory accounts
- Accountable for the accuracy, completeness and compliance of financial records (including balance sheet, profit and loss, cash flow and forecasts) that you produced
- Where reasonable, actively engaging with stakeholders including customer, suppliers, external auditors, tax advisors and regulatory bodies as required from time to time
- Monitoring, challenging and ultimately acting when necessary to ensure that Dales operates with the highest levels of financial control and integrity
- Ensuring Dales management accounts reporting requirements are met and in line with group deadlines
- Providing ad hoc analyses as required for business evaluation and strategy planning
- Continuously improving processes; working to drive business efficiencies through automation and effective review of controls

Preferred Candidate Profile



Qualifications:

- Working toward or qualified Accountancy Accreditation (CIMA, ACCA, ACA, ICAEW)
- Experience as a Finance Business Partner or similar role
- Strong analytical skills and proficiency in financial modelling
- Excellent communication and interpersonal abilities

Knowledge & Experience:

- Ability to traverse the detail of the accounts within immediate remit of the role
- Strong technical ability, experience of UK GaaP preferred or IFRS
- Confident individual with commercial and strategic awareness, ability to communicate effectively across the business
- Experience of creating financial and cash budgets and forecasting
- Strong Excel user able to present complex data concisely
- Experience of Finance systems and interfaces. Ability to assimilate knowledge of new systems will be key





Remuneration

This opportunity offers an attractive financial package, commensurate with the background and experience required for the role. For more information, please contact Harry Young at Rutherford Cross.

The Recruitment Process

The search and selection process of this assignment is being managed by advising consultant, Harry Young at Rutherford Cross.



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All third-party applications, enquiries, and direct approaches to Dales Marine will be referred to Rutherford Cross.

Dales Marine is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.