



Rutherford Cross



**Persimmon**  
Together, we make your home

POSITION PROFILE

Finance Manager  
– North Scotland



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## Persimmon

Persimmon was founded in 1972 by life president Duncan Davidson and has grown over the years to become one of the largest residential property developers in the United Kingdom. Persimmon currently builds over 13,500 beautifully designed homes annually in more than 350 prime locations UK-wide.

As a business, they focus primarily on the construction of new homes, ranging from starter homes to larger family houses. They operate through several regional divisions across the UK, including three in Scotland. Each division is responsible for developing and building homes in their respective areas.

Persimmon prides itself on its reputation for delivering high-quality homes at various price points and has received numerous industry awards for its work. They have a diverse portfolio of housing designs and typically offer a range of options for customisation and personalisation to meet the needs and preferences of homebuyers. This has allowed Persimmon to be rated a 5-star Builder as awarded by the National Home Builders Federation (HBF).

They are also known for their involvement in land acquisition, planning, and development. They acquire land for residential development, obtain planning permissions and oversee the construction process to deliver completed homes.

In addition to its homebuilding activities, Persimmon has also been involved in various community initiatives and charitable work. They have supported numerous local projects and organisations through their community development programs.





<b>Job Title:</b>	Finance Manager
<b>Reports to:</b>	Regional Finance Director
<b>Location:</b>	Perth

## Position Overview

The Finance Manager will report directly to the Regional Finance Director. This position is designed to be an excellent opportunity for a newly qualified accountant or an experienced Finance Manager looking to develop their career within a reputable property development business. From day one in this role you will be a member of the board of directors and provide key insights into financial and non-financial minds alike.

## Key Responsibilities

- Management and responsibility for all aspects of financial reporting, budgeting and forecasting of the business
- Attend bi-monthly board meetings and provide financial assistance and decision-making support to the local company management team
- Provide day-to-day support for the local company Managing Director
- Management of the day-to-day operations of the finance department, ensuring all Group reporting deadlines are met
- Supervision of the accounts staff and routine transaction processing and payment
- Development and maintenance of financial policies and adherence to Group financial procedures ensuring consistent, accurate and robust accounting information
- Review and challenge site valuations cost to complete forecasts

## Key Job Tasks

- Preparation of bi-monthly Management Accounts and supporting analysis & narrative
- Preparation of monthly P&L and cash flow operating forecasts and land expenditure forecasts
- Preparation of the bi-annual budget and annual 5 Year Business Plan model
- Responsibility for all year-end financial reporting and tax year-end reporting including P11d reporting
- Attendance and input at local company Board Meetings and Valuation Review meetings
- Supervision of cashier, accounts payable purchase ledger and sub-contract ledger functions
- Reviewing and authorisation of the weekly payroll function
- Ensuring that Group financial policies and procedures are followed throughout the business
- Liaising with external auditors and the internal Group Risk team
- Communicating clearly with other departments and department heads to ensure all deadlines are met and all information
- Assisting Regional FD with any ad hoc projects or information requests



## Person Specification

The Finance Manager position incorporates a blend of accounting and stakeholder Management, requiring a high calibre individual who is strong interpersonally, well organised, detail conscious and possesses excellent technical skills. A background in house building or construction would be useful, but it is more important that the individual is experienced in the accounting, commercial and operational requirements of a large, listed business.

This role is aimed at a professionally qualified accountant with relevant post-qualification experience. The ideal candidate will have a keen eye for driving process improvements and developing good working relationships across the business.

It is critical that the Finance Manager can work closely with the Finance Director and the region's management team. In particular, it is crucial they can take responsibility for the function and possess sufficient gravitas to challenge current thinking and drive positive change.

### **A summary of the key candidate requirements is as follows:**

- Professionally qualified CA / ACA accountant (or equivalent)
- Ability to work effectively and accurately on multiple tasks in a fast-paced environment
- Demonstrated financial management and accounting skills
- Good communication skills and ability to translate key issues to non-financial staff
- Commercial acumen and an understanding of key business drivers are essential to the role
- Self-motivated with a 'can-do' attitude
- Competent PC skills, including MS Word, Excel, Outlook





**Salary:** Salary is competitive in line with experience

**Benefits:**

- Discretionary annual bonus
- Generous pension contribution
- Private healthcare
- Company car allowance
- Generous holiday allowance
- Hybrid working pattern available



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## The Recruitment Process

- To find out more on the role, please contact Persimmon's retained advisors, Will Dodds at Rutherford Cross
- Selected professionals will then be invited to interview with selected shareholders and stakeholders
- All third-party applications, enquiries and direct approaches to Persimmon will be referred to Rutherford Cross