



Rutherford Cross



Glen Turner

POSITION PROFILE

Head of Finance



The Company	3
The Role	4
The Individual	5
Remuneration & Recruitment Process	6





The Glen Turner Company was established by French group La Martiniquaise to oversee its Scotch whisky operations, although upon its incorporation in 1981, the Group may not have realised just how big that operation would eventually become. In its infancy, the company managed the Production and Marketing of the Label 5 blend, which has since gone on to be one of the biggest selling blended Scotch whiskies in the world.

Nowadays, Glen Turner also operates the Glen Moray Single Malt Distillery in Elgin, the Starlaw Grain Distillery in Bathgate, and the production of the Sir Edward's blend and Glen Turner vatted and single malt.

The LABEL 5 First Blending Company, near Edinburgh, is a fully integrated site, including a Grain Distillery, Warehouses for ageing and a Bottling plant with cutting edge technology, capable of producing up to 50 million bottles a year and it is in the very North of Scotland, in the prestigious Speyside region that the GLEN MORAY Distillery produces exceptional Malts, drawing on expertise dating back to 1897.

Founded in 1934, LA MARTINIQUAISE-BARDINET has ceaselessly grown in France and abroad. With a turnover of over 1.4 billion euros in 2022, the Group has solid roots in Europe and more than fifty subsidiaries and Production sites in the world. It is now in the top 10 wine and spirits Group in the world, operating in more than 110 countries, and the owner of millionaire brands (more than 1 million nine-litre cases) like LABEL 5 and SIR EDWARD'S (Scotch Whisky) or POLIAKOV (Vodka).

Having complete control over the Production process is essential for LA MARTINIQUAISE-BARDINET. This has been a key part of the Group's identity since its creation in 1934. LA MARTINIQUAISE-BARDINET is an independent, family-run Group, and a key player in the wine and spirits industry, distinguished by its complete control over the Production process and the sale of its products, thanks to the development of close commercial relationships with its international partners.

The Group's ambition is to build leading international mainstream and premium brands, while respecting tradition and promoting sustainable development.





Job Title: Head of Finance

Reports to: General Manager

Background to Current Opportunity

Reporting to the General Manager, with a reporting line into the Financial Planning & Analysis Manager in Paris, the Head of Finance will be responsible for the provision of financial management and control for both Glen Turner Company and Glen Moray Distillery, overseeing Finance department staff in day-to-day operations.

The role will be the constant driving force in improving standards of performance against key objectives such as financial reporting, compliance, planning and forecasting, and the overall wellbeing of the team.

The ideal candidate will be a qualified Accountant with proven senior-level finance experience in the Drinks or Manufacturing sector. The opportunity not only encompasses the day-to-day finances of the business but will also oversee IT, giving broad exposure. The person will have a proven track record of success and will work well cross-functionally with Senior Leaders across the business. They will have a can-do attitude and be an ambassador of Glen Turner's culture both internally and externally.

Based at Glen Turners' main office in Bathgate, this is a hands-on Head of Finance role, ensuring a robust finance function is in place, as well as overseeing IT and being a key member of the Senior Leadership Team, working closely with various contacts across the business to support with future business growth.

Main Duties

- Delivery of monthly, quarterly and year-end financial reporting
- Preparation of quarterly and annual statutory accounts and liaison with external auditors
- Develop all aspects of financial reporting and financial control to meet the requirements of the business, reviewing all reports and data to ensure there are no discrepancies
- Ensure financial and HMRC compliance with government regulations and legislation
- Day-to-day control over all aspects of P&L and balance sheet
- Key audit contact
- Oversee IT policy and contract with 3rd party provider
- Lead and develop the Finance team appropriately, providing full engagement



Thoughts on Preferred Candidate

The successful candidate will be a qualified Accountant by training with appropriate post qualification experience. It would be highly advantageous if the appointed candidate has Drinks/FMCG sector experience and has previously worked at a similar level of responsibility.

As it is a small Finance team, it is important the candidate can 'roll their sleeves up' and be involved in day-to-day finance tasks as well as having a strong commercial acumen and being a natural relationship builder.

Qualifications and Experience:

- A fully qualified accountant – CA / ACCA / CIMA with appropriate post-qualification experience
- Experience within the Drinks/FMCG/Manufacturing sectors is highly advantageous
- Proven Financial Leader with the ability to remain hands-on while still being a strong operational and strategic influencer
- Strong Business Partner - ability to influence whilst building long-term relationships with non-financial stakeholders
- Proactive approach
- Highly analytical and results focused
- Demonstrate a natural understanding for what drives strong performance and results
- Impressive problem-solving abilities
- An operationally focused manufacturing background with a proven track record of driving positive change and process improvement
- A strong appreciation of costing, stock and the implementation of world-class operational finance efficiencies

Key Skills:

- Excellent leadership skills and team-player
- Ability to lead change and drive continuous improvement
- Hands on approach/can-do attitude
- Excellent interpersonal skills with the ability to build productive relationships and partnerships
- Strong verbal and written communication skills with the ability to communicate effectively with all levels of the organisation
- Highly results focussed, with strong attention to detail
- Excellent business planning and analytical skills
- Excellent presentation skills



Salary:	A highly attractive salary is on offer, commensurate with the skills and experience required for the role
Benefits:	Discretionary bonus, Pension scheme with Royal London and a wide range of additional Health, Wellbeing and Financial benefits available
Location:	Onsite at Glen Turner in Bathgate



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The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- Shortlisted candidates will be invited to interview in person with General Manager and Head of HR, as well as Psychometric testing
- Additional stage will be with colleagues in France via Teams
- Applications should be sent to Hazel Wynn at Rutherford Cross: hazelwynn@rutherfordcross.com