

 Rutherford Cross



SINCE 1797
Johnstons
of Elgin

POSITION PROFILE
Finance Manager



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





Founded by Alexander Johnston in 1797, the first ever Elgin Mill began creating a legacy of fine craft and exquisite fabric. By 1810, Johnstons of Elgin had quickly and firmly established itself as a leader in the wool industry. Over the years, Johnstons of Elgin has expanded its product range and broken into global markets. Its products have been showcased at various exhibitions and awarded numerous prizes for excellence, all whilst the business continues to grow and open new factories and flagship stores along the way.

Today, Johnstons of Elgin is an innovative, luxury clothing brand with over 225 years' experience working with the world's finest fibres. Across three centuries, the family-owned company has carefully sourced cashmere and fine woollen fibres from around the world, applying the latest technology and craftsmanship in their vertical Scottish mills. The business currently employs over 1,200 staff and puts its employees at the heart of everything it does. Johnstons of Elgin is an all-inclusive company with great opportunities for progression as the business continues to grow. Growth plans include building an extension on the mill in Hawick, which in return will create another 50 jobs in the very near future.

Johnstons of Elgin is known for the care and attention it gives its products, and its approach to sustainability is no different. The business focuses on working with natural, renewable and biodegradable fibres; and is committed to maintaining a minimal environmental footprint. In 2021, Johnstons of Elgin was proud to receive the Queen's Award for Enterprise for its work on sustainability. This is the most prestigious business awards programme in the world, and the Sustainable Development category recognises organisations that are developing products and services to positively impact the environment, society and the economy.

More recently in 2022, the business proudly became a Certified B Corporation. This certification demonstrates that the business meets a high standard of verified performance, accountability and transparency; from employee benefits and charitable giving, to supply chain practices and input materials.

Johnstons of Elgin currently manufactures for its private label customers alongside its own brand. The business is currently in a significant growth phase - last year's annual turnover was £83.5 million and this year the turnover is expected to finish around £99 million. The business has a very strong strategy for the next few years, so it is vital to have the right people working collaboratively to support this.





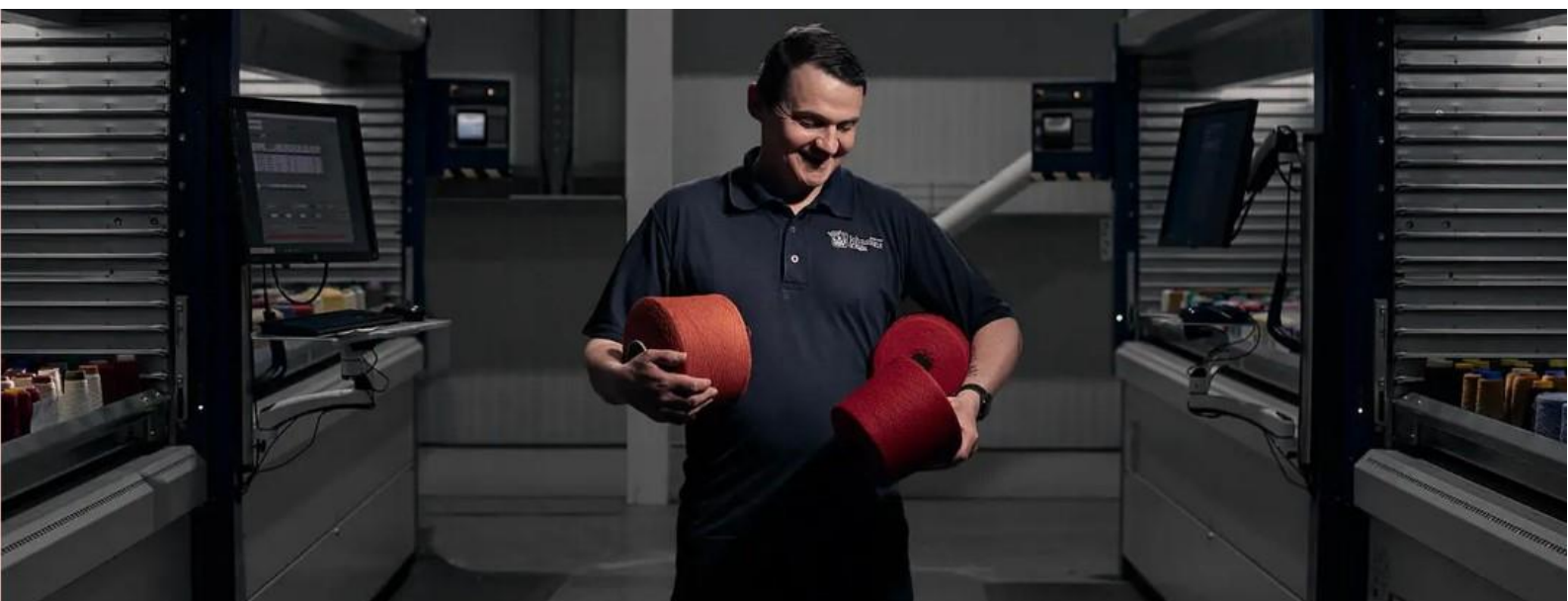
Job Title:	Finance Manager
Reports to:	Group Financial Controller
Location:	Newmill, Elgin (Hybrid – up to 2 days per week from home)

Position Overview:

This is a fantastic opportunity to join the business during an exciting time of growth. Reporting to the Group Financial Controller, the Finance Manager will have line management responsibility for the Finance team of 6. The Finance Manager will play a key role in developing the Finance team's business partnering capability and therefore requires an individual with excellent interpersonal skills and the ability to build and manage relationships across all levels.

Key Responsibilities:

- Maintain overall balance sheet control
- Produce the first draft of monthly management accounts
- Cash management
- Prepare weekly cash forecasts
- Support production and operations teams with development and regular review of budgets
- Assist production and operations teams with preparation of capital expenditure proposals
- Manage the Accounts Receivable and Accounts Payable teams
- Support the Group Financial Controller with preparation of financial statements, corporation tax computation and liaising with auditors to deliver the year end
- Drive process improvement
- Deputise for the Group Financial Controller when needed





Candidate Requirements:

- The Finance Manager will lead the finance team and provide proactive support in all areas of the business
- The successful individual will demonstrate a dynamic approach to their work, be commercially astute, have sound financial and business knowledge and be able to comfortably deal with a number of stakeholders at all levels in the organisation
- They will have a personal capability demonstrated through skillset, experience and career history in line with the needs of the role
- They will be adaptable, and someone who thrives on meeting challenging and conflicting deadlines
- They will possess a positive 'can-do' attitude and strive to continuously learn and develop

Qualifications:

- Fully Qualified accountant (ICAS/ACCA/CIMA or equivalent)

Experience:

- Experience working with auditors
- Experience managing and developing a team (desired)

Skills & Qualities:

- Excellent communication skills – with the ability to build and manage relationships across all internal departments and external stakeholders
- Advanced knowledge of Excel
- Proactive individual with the ability to manage conflicting priorities
- Driven to succeed and continually develop





Salary: £45,000 - £52,000 p.a (dependent on experience)

Holidays: 33 Days including Bank Holidays

Additional Benefits:

- Company Pension
- Generous employee discount
- Flexible working hours
- Flexible salary sacrifice benefits – dental plan, critical illness cover, cycle to work, tech scheme
- Early finish on Fridays
- Fully funded study support for individual CPD available



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The Recruitment Process:

- Applications should be sent to Gillian O'Neil for a confidential review
- Initial interviews are with our retained advisors at Rutherford Cross
- Final stage interviews will be with the Group Financial Controller at Johnstons of Elgin