



MΩWI[®]

POSITION PROFILE
Finance Operations
Manager



The Company	3
Background to the Current Opportunity.....	4
The Role	5
The Individual.....	6
Remuneration & Recruitment Process	7





Founded in 1964, Mowi is the world's largest supplier of farm-raised Salmon with operations across numerous countries, with a strong presence in Scotland, Norway, Chile, Canada, Ireland, and other regions.

The company is known for its commitment to sustainable practices, including responsible farming methods, environmental stewardship, and community engagement. As a pioneer in the aquaculture industry, Mowi is dedicated to meeting the growing global demand for seafood while minimising its environmental footprint.

Through continuous innovation, research, and investment in technology, Mowi strives to produce high-quality salmon while safeguarding the health of oceans and ecosystems. The business is also recognised for its leadership in sustainable aquaculture, its commitment to quality and innovation, and its role in shaping the future of the seafood industry.

Mowi Employs around 11,500 employees around the world, with a global revenue of €5.5bn (2023). In the UK, Mowi exceeds revenues of £250m+ with expectations to continue to grow in the coming years. Based out of Rosyth, Fife, the business is now looking for a Finance Operations Manager to join the high-performing finance team and be a part of the continued growth story.

People make Mowi - it's as simple as that.

PASSION

Passion and dedication for everything we do – and all that we produce – is how Mowi and its people make a difference.

CHANGE

We thrive on change and the pursuit of continual improvement. It's what has put us – and keeps us – at the very forefront of a fast-evolving seafood industry.

SHARE

By encouraging a spirit of openness and transparency, all Mowi employees can make a difference and influence the direction of the company.

TRUST

Social responsibility and environmental sustainability is embedded in every level of the business and is at the heart of our corporate culture.



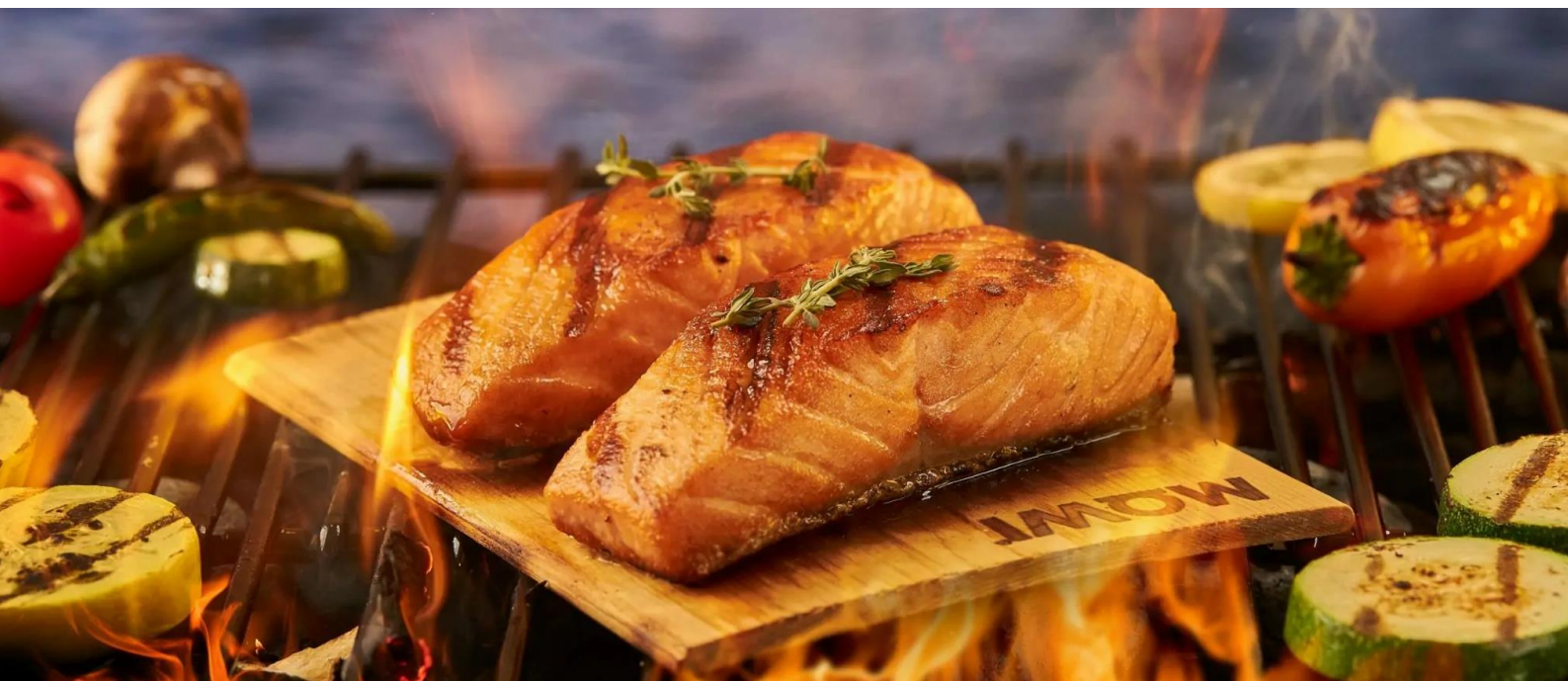
The Finance Operations Manager role will be required to maintain internal finances, ranging from transactional duties to the production of management accounts. You will also work closely with the Finance Director to provide real-time information to support decisions and strategy.

The role is a pivotal position in the finance structure and will be highly visible across the business. It represents an excellent opportunity for a technically strong and ambitious finance professional, with the ability to provide strong communication to all levels within the business.

Thoughts on Preferred Candidate

The successful candidate will be a qualified accountant (CA, ACCA, ACMA or equivalent) with post-qualification experience, ideally with some industry experience. This individual will possess first-rate technical accounting skills with the ability to explain variances across the accounting life cycle.

The post holder will report to the Finance Director and will need to liaise and influence strategic and operational stakeholders. The Finance Operations Manager must not only be an exceptional accountant and hands-on with company finances but also commercially and strategically aware. This is an excellent opportunity for a driven accountant to play a key role in a market-leading business with great potential.





Job Title: Finance Operations Manager

Reports to: Finance Director

Key Stakeholders: Senior Management Team

Position Overview

The position of Finance Manager will be required to maintain internal finances, ranging from transactional duties, up to the production management accounts. You will also work closely with the Finance Director to provide real-time information to support decisions and strategy. To be considered for this opportunity, you must have a proven track record as an all-round company accountant.

Key Result Areas:

- Prepare accurate monthly management accounts for each area in the group including Trial Balance, Balance Sheet and Profit and Loss Account by the end of the Month
- Present the monthly management accounts to the Finance Director and be able to explain in full any variances arising against prior periods, expectations and budget
- Reconcile monthly all the balance sheet / control accounts to include company reconciliations across the group and loans / current accounts
- Be an integral team member in maintaining a strong level of internal Control across the finance function
- Strive for continuous improvement, and drive the development of automated accounting procedures to increase productivity and business efficiency
- Assist the Cost analyst with product costing and analysis of bill of materials (BOM's)
- Keep abreast of any new legal and financial regulations that may impact on the Company's operations
- Prepare the statutory accountant with the auditors
- Carry out Year-End procedures as required
- Maintain effective regular contact with the stakeholders as required to facilitate the preparation of accurate and timely monthly management accounts
- Maintain and manage the development of ERP as required, and liaise with the group's external providers and training in order to maximise its use to the Group's benefit
- Coach and mentor other members of the team
- Any other duties required



Skills & Experience

Qualifications:

- Fully Qualified Accountant (ACCA, CIMA, ACA)

Skills:

- Advanced Excel skills
- Ability to perform well in a team as well as deliver independently
- Ability to build strong relationships and communicate with stakeholders at all levels of the business
- Ability to communicate complex financial strategies to lay persons to enable informed decision-making throughout the business
- Ability to work at pace, when at times there is a level of uncertainty about direction

Experience:

- Strong management accountant experience
- Experience in using and developing ERP systems
- Experience in manufacturing (Desirable)

Key Performance Indicators

The role holder must consistently embody the Mowi Values & Leadership Principles and work in accordance with the Mowi Code of Conduct.

- Reduction in case management resolution time
- Reduction in case number
- Reduction in absence levels
- Delivery of aligned projects or other activities on time and of agreed quality
- Suggestion and implementation of continuous improvement initiatives



Salary:	Competitive and in line with experience
Benefits:	Hybrid working, pension contributions, holiday allowance and discretionary bonus
Location:	Rosyth, Fife



Will Dodds, Manager - CFO Services

T: 07494 280 151

E: wilddodds@rutherfordcross.com

The Recruitment Process

- First-round interviews are with our advisors at Rutherford Cross
- The second stage will be with the Finance Director and other key stakeholders
- Applications should be sent to Will Dodds at wilddodds@rutherfordcross.com
- All third-party applications, enquiries and direct approaches to Mowi will be referred to Rutherford Cross