



POSITION PROFILE

European Head of
Central Finance (Interim)



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Baxters Food Group

Baxters Food Group is a fourth generation privately owned entrepreneurial business which specialises in the manufacturing of premium quality, primarily branded, food products. The Group's product range includes soup, beetroot, chutney, condiments, preserves and meal options. Since Baxters began operation in 1868 a lot has changed, but their dedication to making only the best quality products has always been at the core of everything they do. The Baxters brand has grown from a humble village store to a global brand with a turnover of circa £450m.

With the sheer scale of operation, Baxters now has sites based throughout the UK and food manufacturing operations in the USA, Australia, and Poland. The science and technology that underlies their process today may be far removed from the little village shop that started it all in Fochabers, but the ethos remains the same - "Be different, be better".

Baxters now finds their product being sold in major supermarket chains such as Asda, Tesco, Sainsbury's and many more, which has contributed to the large-scale growth of the business. Baxters' Head Quarters is situated just off Charlotte Square in Edinburgh and oversees the UK & European operation based in Fochabers.

The European Business has a turnover of circa £125m across their sites, which also incorporates two specialist manufacturers, Manor Vinegar, one of Europe's largest vinegar producers, and Orexis Fresh Foods, a leading London-based chilled foods business specialising in ready-to-eat products.





Position Overview

Job Title:	European Head of Central Finance (Interim)
Reports to:	European CFO
Location:	Fochabers, Moray

Main Purpose of the Role

- To provide strong leadership, direction and development of the European Central Finance team.
- To supply timely, accurate and insightful financial information to the European business including actuals, forecasts, budgets and strategic plan of consolidated P&L's with focus on balance sheet and cashflows
- To ensure strong financial controls exist throughout all areas of the European business and management of all statutory and tax matters under the guidance of Group

Main Accountabilities

- Reporting into the European CFO providing strong leadership of the European Central Finance teams consisting of AR / AP / Payroll / GL / Operations Finance who are mainly based in Fochabers, Scotland
- Continuous focus on developing all members of the European Central Finance team including extending experience, key skills and ensuring opportunities for succession planning
- Leading the annual year end statutory audit process. Producing the Poland business statutory audit, accounts and tax returns with support of external advisors. Reviewing indirect tax returns including VAT and duty etc. Involvement in preparing, reviewing and ensuring tight control of the business unit balance sheet reconciliations on a timely basis
- Deliver robust, accurate, insightful and timely weekly and period reporting from the consolidated P&L to the European Balance sheet and cashflow reporting including understanding and insight into the movement in the numbers. Note: This role will not be responsible for business partnering including the P&L or Capex projects although they will work very closely with the Head of Commercial Finance
- Drive the financial controls agenda for the business, ensuring adherence to existing procedures and additional procedures to ensure a robust control environment
- Managing the annual budget and in year forecast processes involving consolidation of the overall financial statements for submission to the Baxters Food Group
- Taking the lead on European finance projects including for example - integration of non-core financial systems onto the core European Oracle base, integrating new acquisitions into the European financial controls and reporting environment
- Key no.2 and deputising for the European CFO when required and ensuring strong working relationships are established with the European business operating units, European Board and Extended Leadership Team and Baxters Group Finance team



- Ensuring adherence to company policies and procedures including a focus on safety and well-being of colleagues, communicating effectively, legal and quality business aspects

Key Characteristics

- Qualified ACA / CA or CIMA / ACCA with strong post qualification experience
- Ability to connect with people easily across Finance teams and throughout the wider business
- Forward looking focusing on team development including succession planning and extending experience across a Finance team
- Experience of working in a food manufacturing environment branded and / or non- branded
- Experience of managing a large central finance function with an emphasis on producing and driving value from balance sheets and cashflows, financial reporting cycles, and ensuring strong and consistent financial controls across a large business
- Must be prepared to get involved in assisting the teams producing and analysing financial information at any time via real hands-on support
- Ideally experience of Oracle financial systems
- Payroll experience and leadership would be useful
- Experience of managing and supporting key financial projects including system and acquisition integrations
- Managing external auditors through a year-end audit process
- Wider knowledge of latest accounting and taxation matters and their impact on the business
- Highly organised to be able to manage multiple priorities and deadlines and a very high attention to detail
- Focused on developing a world class business partnering function servicing the needs of all parts of the business



Salary: Competitive and in line with experience

Benefits: Hybrid working, pension contributions, holiday allowance, life assurance and health insurance

For more information on remuneration, please contact Derek Lauder at Rutherford Cross.



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The Recruitment Process

- To find out more about the role, please contact Derek Lauder at Rutherford Cross by emailing dereklauder@rutherfordcross.com
- Selected professionals will then be invited to interview with selected shareholders and stakeholders
- All third-party applications, enquiries and direct approaches to Baxters Food Group will be referred to Rutherford Cross