



Rutherford Cross



POSITION PROFILE

Finance Manager – North
America



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German Doner Kebab (GDK) is the most well-known brand in the Hero Brands portfolio. Headquartered in East Kilbride, Glasgow, GDK has 169 restaurants thriving in the UK, Europe, Middle East & North America. GDK is targeting rapid expansion across the UK and International markets to dominate the kebab category globally. GDK generated £163m system sale and is well positioned to be the dominant #1 kebab brand globally.

GDK's game-changing kebabs are made from the highest quality ingredients, with lean cut meats cut fresh to order, and never held overnight, in a signature waffle bread with secret recipe sauces using a unique blend of herbs and spices. With a strong modern brand that resonates well amongst a primary Gen Z audience, GDK has created a genuinely distinctive and aspirational brand brought to life in modern and dynamic restaurant environments.

GDK International Ltd is the brand owner of the GDK brand and has appointed GDK USA Inc as the Master franchise for North America. GDK USA Inc is a wholly owned subsidiary of GDK International Ltd.

All GDK's UK restaurants are owned and operated by entrepreneurial sub-franchisees. Having established itself as one of the most exciting and most loved QSR brands in the UK, GDK is now looking to replicate that success in other international markets and sees the US market as an important target market.

Having opened the first restaurant in 2021, there are now 11 restaurants trading in North America (8 in USA and 3 in Canada) with GDK now looking to make a step change in performance and has recently announced plans to open another 10 new restaurants in North America in 2024 and to have c.200 sites in 5 years.

Beyond North America, GDKI has appointed Master Franchisees to operate the brand in the UAE, KSA and Sweden. GDKI is now looking to accelerate performance in its existing international markets and open several new international territories. GDK has recently announced plans to have c. 900 sites across 15 markets in 5 years.

Values: (S.A.U.C.E)

Special: Elevating a category means we have to give our guests something special. We want to excite our guests at every touchpoint. We are maniacal about quality and will never cut corners – true to our passion for delivering a special-tasting product and special experience every time.

Ambitious: Dominating a category is an ambitious vision. We wake up every single day thinking how we create an economic model that allows great Franchisees to make great levels of return. At all times, and wherever we work in GDK, we strive to get better and better. In doing so, building a dynasty that allows Franchisees, Suppliers and Team Members to fulfil their full potential



Upstanding: Being upstanding means doing what we say we will. We value integrity in each other and always honour our commitments and hold our hand up when we fail to do this. "Done Right" to us also means "Doing The Right Thing" - our actions will hold up to any ethical standard.

Collective: Leveraging the collective strengths and diversity of our teams is essential to fulfilling our ambition. We recognise & cherish our diverse backgrounds and make everyone feel welcome, respected, and valued. We are all part of the GDK Fam and don't stand on hierarchy, we trust, respect, and treat each other with humility at all times.

Entrepreneurialism: Reinventing a category requires courage and entrepreneurialism. We are prepared to take risks and take big bold decisions to super-charge our performance. In doing so we work hard to create an environment where people aren't afraid to try something new because we realise the biggest risk is not taking a risk





Title:	Finance Manager
Reports to:	Daniel Bunce (COO GDK USA Inc)
HQ Location:	North America (Primarily remote with travel to sights)

Reporting to the Chief Operating Officer for the North America business the GDK USA Finance Manager will form part of the North America Team as it looks to go on an exciting growth journey. and will own the business planning and reporting process, ensure the integrity of all transaction processing and financial reporting including the implementation of an appropriate control framework and provide robust analysis to support key business decisions.

Key responsibilities will include (but are not limited to):

Accounting, Reporting & Commercial

- Completion of management accounts packs for all North American restaurants
- Preparation of the P&L, Balance Sheet and cashflow reports
- Completion of the balance sheet reconciliation files monthly
- Preparation of the consolidated management accounts pack for the Group
- Assist in the Investigation and explanation of variances in the Management Accounts
- Oversee the completeness of the monthly bank reconciliations
- Posting monthly journals and taking overall ownership of the integrity of the financial ledgers.
- Update the weekly cash projections and monitor the cash position
- Monitor the accuracy of the purchase and sales ledgers, including authorising payment runs before they are presented to the CFO
- Prepare the necessary supporting information for the external auditors and liaise with them as they complete the statutory accounts
- Support in any other ad hoc duties as required



This role will suit a highly motivated qualified finance professional; someone who is a self-starter, driven by the growth and the challenge that this role presents. The successful candidate will be someone who is prepared to take a 'sleeves rolled up' approach and get involved in the day-to-day as well as lead on bigger-picture reporting for North America.

While the technical expertise required to ensure success is incredibly important, the position also demands a Finance Manager who can act as a change agent, is hugely capable and energetic, and embraces innovation in a fast-paced, high-growth environment. It is preferable that the individual will have a proven track record in a similar multi-site franchise environment, ideally within the Food & Beverages sector, however, those that have experience in a smaller environment will also be considered.

A summary of the key candidate requirements is as follows:

Experience:

- Professionally qualified accountant (CPA, CA, ACCA, ACMA, etc...)
- Proven experience in a mid-senior finance role, preferably as a Finance Manager, Staff Accountant, Financial Controller etc...
- Strong financial acumen and analytical skills, with the ability to make sound strategic recommendations
- Experience in a related role (Hospitality) and ideally experience in a franchised system would be preferable
- Excellent communication and interpersonal skills, with the ability to effectively collaborate and influence internal and external stakeholders
- Experienced in the production of timely management accounts, with the ability to also deal with invoicing, reconciliations & payroll
- Knowledge of relevant financial regulations, compliance standards, and reporting requirements in North America
- Strategic mindset with the ability to think critically and make sound decisions in a dynamic business environment
- Strong ability to multi-task and prioritise multiple projects and requests simultaneously, within a fast-paced, intense, deadline-driven environment
- IFRS and US GAAP knowledge would be ideal



Skills, Knowledge & Abilities:

- Knowledge of current finance best practices and ability to keep abreast of external developments
- Ability to prioritise and adapt to workload
- Strong analytical, organisational, and decision-making skills
- Excellent communication and problem-solving skills with an ability to influence key members of senior management, particularly to increase business efficiency and profitability
- Ability to assess and drive business improvement projects
- Well-developed problem-solving skills combined with business acumen, pragmatism, and commercial awareness
- Excellent IT skills in Microsoft and ERP systems

Other Key Characteristics & Behaviours:

- Excellent English language skills, both written and verbal
- Passionate about quality
- Brings energy and motivates teams - someone who gets things done
- Strategic thinker, adaptable, tenacious, and resilient
- High levels of drive and personal commitment to achieve success
- Remains calm when under pressure
- Adopts a solution-driven focus to problems
- Positive results-driven, no-nonsense individual
- Strong team player





Remuneration

An attractive financial package with a salary of up to c\$100,000.

The search and selection process of this assignment is being managed by advising consultant, Harry Young, Manager at Rutherford Cross, and supported by Harry Thomson



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The Recruitment Process

First-stage interviews will be conducted by retained consultant, Harry Young of Rutherford Cross

The second stage will involve meeting the CFO of Hero Brands

All third-party applications, enquiries, and direct approaches to GDK will be referred to Rutherford Cross & Livingston James

German Doner Kebab is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.