



Rutherford Cross

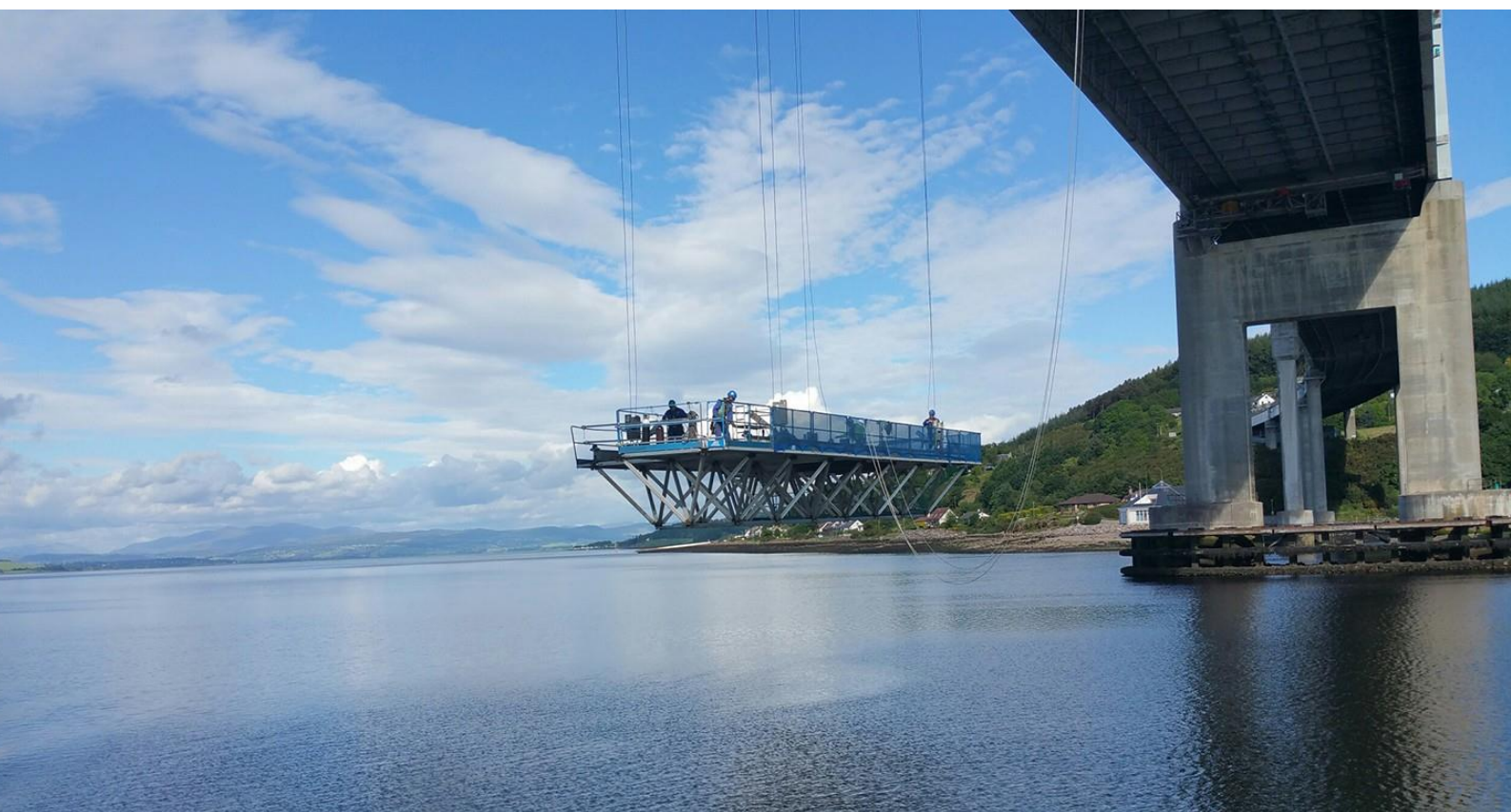


## POSITION PROFILE

Group Finance Systems  
Manager



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Founded in 1866, The Denholm Group is a fifth-generation family business. To ensure the continued strength of the Group, each generation has carefully considered the longer-term view of the future. That is why today, The Denholm Group has purposefully evolved into four divisions: Shipping, Logistics, Seafoods and Industrial Services. Through this structure, The Denholm Group can manage its risk by having a number of different businesses influenced by various differing factors.

Each division originates from shipping or maritime-related services and has developed and expanded its products and services to meet the ever-evolving market influences and customer requirements. This approach benefits all stakeholders, including shareholders, employees, customers, partners, suppliers and the local communities in which the business works.

Today, The Denholm Group has c.£500m of turnover per year and employs over 1,650 people (excluding Anglo-Eastern employees and crew).

## Overview of The Denholm Group's Four Divisions

### **Denholm Shipping:**

The fleet comprises three ships: two 38,000 deadweight tonne bulk carriers, 'MV Mountpark' and 'MV Glenpark', which were delivered in 2016 and 2017 respectively; and a 37,000-deadweight tonne bulk carrier, 'MV Wellpark', which was built in 2014. The fleet, which sails under the British flag, is commercially managed by Denholm Coates, a London-based subsidiary. The ships are technically managed by Anglo-Eastern from their Hong Kong office.

Denholm Coates is a small, niche shipbroking and commercial management business, specialising in dry cargo and cable laying markets.

The Denholm Group also holds a 26% shareholding in Anglo-Eastern Univan Group, one of the world's largest ship management companies, technically managing over 650 ships from offices around the world.

### **Denholm Logistics:**

Denholm Logistics is a division of The Denholm Group, providing regional, national and global logistics solutions and port services. Serving customers across the UK, Ireland and internationally, it leverages its experience and understanding to provide the quality of service that enables customers to move their goods around the world to meet their commitments.

Each business within the Denholm Logistics division has an established track record, with a core expertise that has been honed over decades. Their mantra is to provide a consistent and reliable service to customers as their requirements continue to evolve at an accelerating pace.

In 2021, The Denholm Group's Logistics capabilities were further strengthened via the purchase of John Good Logistics Limited (trading as Good Logistics), a Hull-based group with offices across England and in Turkey and the USA.





## **Denholm Seafoods:**

Fishing at sea can be tough, challenging work. To help skippers manage their existing boats, or upgrade to more modern, efficient boats – or to help them secure their first fishing vessel – Denholm Fishselling supports fishing businesses and their local communities, including investing in boats and quota, together with the skipper and their family. Currently, Denholm has investments in over 20 fishing companies and partnerships. It also helps skippers market their catch and manage the operational requirements and commercial administration of running a fishing business, as well as supplying chandlery provisions needed to run a fishing boat. In essence, by working with Denholm Fishselling, skippers can focus on their true passion - landing a quality catch.

Denholm Seafoods processes pelagic fish caught from sustainable fisheries in the rich waters of the North East Atlantic. Principally mackerel, herring and the delicacy herring roe are processed at its quayside plant in Peterhead, Europe's largest fishing port. The factory is supplied primarily by the boats that are owned by business partners, who own modern pelagic trawlers. Their customers expect high quality fish products with full traceability, and Denholm Seafoods consistently meet their expectations by working collaboratively with our fishing partners, combined with stringent quality standards and controls.

## **Denholm Industrial Services:**

Adopting the latest in safety and technological innovation, Denholm's industrial service offering includes industrial painting and surface preparation, insulation, scaffolding and specialist access solutions whilst ensuring that all employees and associated third parties work within a safe environment in what are often challenging circumstances.

The division also provides containment and environmental encapsulation to protect civil, industrial and military structures and assets from the elements. The skills and expertise of its technicians in evaluating the condition of metal and floor surfaces, surface preparation and coating system applications can reduce maintenance periods and improve structural longevity.





## Background to the Current Opportunity

The Denholm Group is creating a Group Finance Systems Manager position as it embarks on implementing a new financial reporting system. The system will ensure a higher level of data and analysis is used to make the best strategic decisions in order for the company to continue to grow.

The business will be introducing *Just Perform*, a 'unified and intelligent performance management platform' that empowers users to create, orchestrate and execute processes around xP&A (extended planning & analysis), consolidation, profitability analysis and intelligent forecasts with AI and ML.

The Group Finance Systems Manager will report directly to the Group Financial Controller and will identify and prioritise system and process changes with the overall objective of benefitting the business as a whole. The role will require business partnering to investigate and propose possible solutions and then project manage the overall development, testing, implementation and communication of the agreed changes to a high quality.

This is an exciting opportunity for an individual with experience of implementing and maintaining new finance systems. The post-holder will have exposure to a range of stakeholders across Finance, IT and external consultants. Just Perform will be introduced in phases and there will be scope to be involved in a range of projects. The Group Finance Systems Manager will be the principal custodian of the Group reporting system.





## Key Activities and Responsibilities

### Assuming Direct Responsibility For:

- Product development and implementation roadmaps
- Solution delivery
- Development
- Maintenance
- Change management
- Data quality through system validations and reconciliation procedures

### Functional Responsibility For:

- Supporting and managing project teams, as required, for specific items of development
- Supporting Group Finance in their delivery of monthly, quarterly and annual management reporting and bi-annual external statutory reporting through undertaking system readiness tasks and query resolution
- Liaising with support partner: issue resolution, understanding current product capability, road maps, progress of product developments
- Licence usage monitoring
- Managing the external audit of the system and controls

### Working With IT to Ensure:

- Solution quality
- Vendor management standards
- Application of optimum change management approaches
- Availability and performance of the solution Group-wide
- Licence requirements and compliance





## Preferred Candidate Background

The successful candidate will be highly experienced in finance systems and people leadership, ideally gained in a similar complex business environment. The individual will come with experience of building and / or developing financial reporting and consolidation systems and may be a professionally trained qualified accountant.

It is essential that candidates display all the required personal characteristics, especially in demonstrating confidence, self-motivation, and an ability to communicate with stakeholders at all levels across the business.

### **Qualifications and Experience:**

- Degree educated with a track record of high academic achievement, with a professional accounting qualification preferred, but not essential
- Experienced in building and / or developing financial reporting and consolidation systems
- Experienced in providing professional and platform-based services to a range of end-users
- Understanding of structured software development lifecycle approaches
- Understanding and / or experience in project management, including business process management, stakeholder engagement and change management
- Experienced in engaging, working with and advising senior stakeholders
- Excellent written, verbal and presentational communication skills

### **Skills:**

- Strong analytical, problem-solving, critical thinking and decision-making skills, using a comprehensive approach with strong attention to detail and accuracy
- Ability to work independently and develop effective working relationships with employees at all levels and present effectively to stakeholders at a variety of levels
- Have a proven hands-on attitude, be flexible and adaptable
- Collaborative with excellent listening skills who builds rapport quickly and uses a consultative and coaching approach to working with business stakeholders
- Motivated to continually review and deliver improvements to work processes and develop own skills and knowledge
- Intellectual curiosity, bringing valuable insight

### **Core Competencies:**

- Communication; problem solving; commercial awareness; influencing; process and systems awareness; planning and organisation; resilience; teamwork; analytical application; motivation / drive; and customer service





<b>Salary:</b>	£Competitive
<b>Bonus:</b>	Discretionary annual bonus based on personal and company performance
<b>Pension:</b>	Employee contribution 2.5% / employer contribution 12.5%
<b>Holidays:</b>	35 days (including bank holidays)
<b>Medical Care:</b>	Private Medical Insurance (after 2 years of service)
<b>Work Pattern:</b>	Hybrid (based in the office for a minimum of 3 days per week)

This is an excellent opportunity to join an enormously successful business, in a highly visible role that will allow the successful candidate to genuinely influence financial reporting and planning. In return, the successful candidate will receive a highly competitive basic salary and benefits.

*For more information, please contact Jonathan Donnelly at Rutherford Cross.*



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## The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- First stage interviews are with the Group Financial Controller
- Final stage interviews are with the Group Financial Controller and CFO
- The Denholm Group 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