



## Position Profile

Finance Business Partner -  
Manufacturing



The Company .....	2
The Role .....	4
The Individual .....	5
Remuneration & Recruitment Process .....	6





## Our History

From humble beginnings in a leaking shed in a small Scottish town to a global market leader with offices in over 20 countries – Peak Scientific has come a long way, and looking back on our achievements, we can say Peak's people, passion and restlessness coupled with a customer-first approach are the main drivers behind the company's success.

Despite the impressive growth we have experienced at Peak over the last two decades, we are still a family-owned business where the atmosphere is fun, friendly but with a high degree of professionalism, and a non-corporate feel. This unique atmosphere is no better exemplified by the regular dog office visits for employee "lunch inspections" and the varied interactions between colleagues from different offices around the globe with different languages and cultures all coming together to giving our customers the best product and service regardless of location.

At the heart of Peak is a focus on 'doing the right thing', it's an informal approach but one which is well-known and understood throughout our business. Doing right by our customers, our colleagues, our partners and our business has helped shape the company to where it is today and will continue to steer Peak Scientific long into the future.

We are a leading innovator in the design, manufacture and support of high performance gas generators for analytical laboratories. Established in the UK in 1997 near Glasgow (Scotland), where its corporate Headquarters, and high-tech manufacturing and R&D facilities reside, Peak Scientific boasts a significant local presence on every continent – including major operations in North America, China, and India.

With over two decades of experience in pioneering reliable gas generator technology, Peak Scientific develops market-leading nitrogen, hydrogen and zero air systems mainly for the field of LC-MS (Liquid Chromatography-Mass Spectrometry) and GC (Gas Chromatography).

Our forte is in providing our customers with high quality, dependable gas generation solutions tailored to meet their specific laboratory demands. What differentiates us is our world class technical support and on-going service care throughout the generator's lifespan, wherever you may be in the world. Our standard of service is regarded as exceptional within the gas generator marketplace because of our commitment to excellence, innovation and providing on-site support no matter where our customers are in the world.

Please take a look at our [Peak HQ office](#).



## What can Peak Scientific offer the successful candidate?

Peak Scientific can offer the successful candidate the chance to work in a people first environment where there is a high premium placed on a collaborative working environment and continuing personal development. Peak colleagues are central to the organisation's vision and values:

### **Peak's Vision is to exceed the expectation of their customers, colleagues and suppliers.**

*"We are responsible to our colleagues, the men and women who work with us throughout the world. Everyone must be considered as an individual. We must respect their dignity and recognise their merit. They must have a sense of security in their jobs. Compensation must be fair and adequate, and working conditions clean, orderly and safe. We must be mindful of ways to help our employees lead balanced lives. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide competent management, and our actions must be just and ethical"*

### **Working at Peak the successful candidate will benefit from:**

- A friendly and informal, but highly professional, atmosphere
- The chance to work in a rapidly growing organisation that presents opportunities for professional and personal growth on a daily basis
- A fast-paced and intense industry that offers unlimited scope for career development for ambitious professionals
- Position specific training to help facilitate professional growth
- A variety of areas to work across, with the space and freedom to grow your career as you choose

## PEAK's Values are ...

**Put customer first** Keep customer needs at the heart of every decision and action

**Be innovative** always curious and open to new ideas and better ways of doing things

**Stay agile** be responsive and make timely, considered and well-informed decisions taking accountability for the outcomes

**Always Respectful** kind and supportive, always look for the best in each other and strive to help one another do a better job

**Always Pride & Passion** be proud about what we do and enjoy our work



<b>Job Title:</b>	Finance Business Partner - Manufacturing
<b>Reports to:</b>	COO with dotted line to CFO
<b>Location:</b>	Head Office, Inchinnan

A new role for Peak with the creation of a dedicated business partner in place to support the manufacturing operations and joining the COO's management team.

The operational departments have a significant cost base of c.£12m (incl R&D) and we require a strong finance person to support the team and COO in delivering its business objectives.

Clearly identifying manufacturing efficiencies and supply chain synergies with the team will be a key element of the role.

The role will be UK based, however may require a small element of overseas travel to assess other areas of manufacturing best practice.

## Main Duties and Responsibilities

- Strong business partner to the COO and their team
- Working within a fast-paced operational team and identifying cost drivers and efficiencies
- Preparation and delivery of monthly management reporting packs inclusive of provision of quality in-depth insight and analysis
- Presenting those month end reports with the team and agreeing key actions to expedite on a timely manner
- Development of the manufacturing P&L reporting
- Be the key finance representative on any new product development projects, including presenting financial summaries at various project Stage Gate meetings
- Lead the group's cost initiatives and agree those priorities with the COO
- Support the budget cost centre owners with analysis and insight
- Work with the supply chain and logistics team to review synergies and cost efficiencies
- Create a compliance risk matrix for Operations including HMRC requirements, monitor the risks and take actions as appropriate
- Supporting variance and inventory analysis and assisting with physical inventories and cycle counts
- Understanding manufacturing spend areas and its impact on stock levels and working capital balances and taking decisive actions to maximise cash
- Providing financial support to the operational team, including providing financial advice and support in terms of budgeting, potential cost savings, day to day spend requirements, periodic performance against forecast and ad hoc advice
- Support and assist the Group FC for any adhoc queries as required



## Key Skills and Qualifications

- Qualified Accountant
- Excellent interpersonal, communication and presentation skills
- Attention to detail and accuracy
- Proactive/Self-Starter with the initiative to drive things forward
- Strong team player who has the skills to work across different cultures and personality styles
- Highly motivated with a delivery focus and the ability to balance conflicting requirements
- Adaptable to business change and a fast-paced environment with a growth agenda

## Experience

- Experience in a manufacturing environment would be a distinct advantage
- Working in a product costing environment and understanding the key drivers
- Awareness of key drivers of under and over absorption of labour and overhead
- Experience of producing good quality management reporting packs with in-depth insight and analysis
- Experience in budget processes
- Proven track record of challenging existing processes and implementing more efficient and effective procedures
- Knowledge and working experience of ERP systems
- Experience of working with SAP Business One would be beneficial



An attractive financial package is available to the successful individual and will be commensurate with the background and experience required for the role.

- 31 days annual leave (27 days annual leave + 4 fixed public holidays)
- Additional annual leave for long service (5 years +1 day, 7 years +2 days, 9 years+ 3 days)
- Flexible start times (start work any time between 7.00am and 9.00am and complete your core hours for the day)
- Holiday purchase scheme (up to an additional 5 days per annum)
- 3 x annual salary life assurance
- Hybrid Working Policy – for those able to conduct their role remotely, colleagues are able to utilise the Hybrid Working Policy to spend up to 40% of their time working remotely
- Company pension scheme – 6% employer contributions + 5% employee contributions
- Company sick pay (2 weeks full pay & 2 weeks half pay 6-12 months service, after 12 months service = 6 weeks full pay + 4 weeks half pay)
- Employee Assistance Programme which offers counselling for emotional and psychological support and practical guidance and support on legal, financial, family and work matters
- Enhanced Maternity and Paternity pay
- Dogs at Work - Colleagues may be able to bring their dog to work following our Dogs at Work Guidelines
- Birthday gift of chocolates or wine
- Subsidised canteen, and fresh fruit twice a week
- Company doctor who can provide onsite medical check-ups / GP appointment
- Access to over 2,500 online training courses on our Learning Management System PLATO
- £200 allocated per employee per annum for team building activities
- Cycle to Work scheme
- Peaks Perks - savings on thousands of things such as purchases from supermarket shops, cinema trips and gym visits, to holidays and insurance
- Access to Vodafone discounts
- Use of Company National Trust passes
- Discretionary bonus (non-contractual, not guaranteed)

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

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