



CAMPBELL MEYER & COMPANY
LIMITED

POSITION PROFILE

Commercial & Operational
Finance Manager



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Campbell Meyer & Company Limited is an independent company based in the heart of Scotland, passionate about what it does. Sourcing some of the finest malt and grain Scotch whisky, Campbell Meyer matures, blends and bottles for worldwide distribution. With over 50 years of experience in trading, it takes pride in knowing skilled hands are always behind its spirit. Campbell Meyer's whisky is beautifully balanced and has abundant complexity as well as a special distinctive character.

Campbell Meyer & Company Limited has over 150,000 square feet of bonded warehousing where its whisky matures to reach its desired age. Over numerous years, it slowly draws flavours from the wood and gentle Scottish air. A 'bonded warehouse' or 'bond' is a storage space in which the payment of duty and VAT is suspended on goods until they are removed or exported. This tax-free zone is where whisky is set down for its long slumber.

Campbell Meyer supplies bulk whisky to its customers for their local bottling needs. Bulk Scotch whisky can be exported within a variety of transport modes. All types of Scotch whisky, with the exception of single malt, can be exported in bulk capacity. Bulk containers can include 200 litre drums, 1000 litre bulk containers (IBC), to 30,000 litre capacity tanks.

In addition to supplying bulk whisky, the business also bottles own label brands for the designated markets of its customers. Campbell Meyer is an expert in blending and bottling and can provide an array of options to fit either premium or moderately priced brands.

The business sources its whisky from some of the oldest, most prestigious distilleries in Scotland. Campbell Meyer use only the best ex bourbon, port and sherry casks for maturation and always takes pride in making sure the water of life has all of the flavour and charisma it deserves.

Campbell Meyer is a growing company with a dedicated team who consistently work to ensure quality and consistency of its products. As the company expands, it continues to develop new warehouses and facilities for the ever-demanding volume of Scotch whisky the industry is accustomed to.

Campbell Meyer operates within a bonded warehouse in East Kilbride, near Glasgow. Within this facility the company fills matures, blends and bottles for worldwide export to like-minded independent associates.



Job Title: Commercial & Operational Finance Manager

Reports to: Managing Director

Location: East Kilbride

Position Overview

The position of Commercial & Operational Finance Manager has been created to strengthen the company's financial performance and control around the commercial and operational elements of the business as it continues to grow.

The post-holder will work as part of a small but high-performing finance team and will be working closely with the operational and commercial stakeholders across the business. This position will be focused on operational and commercial finance, with the current Finance Director taking ownership of all financial reporting.

This position will require an individual who is hungry to learn and take on additional responsibility. The organisation represents an excellent opportunity for a motivated accountant who wants to work in a growing and ambitious drinks business. The environment is fast-paced, and priorities may change at short notice, therefore the Commercial & Operational Finance Manager will need to have an agile approach.

In addition to the above, the business will provide an opportunity for personal and professional development, as well as the mandate to shape and define how the role evolves. The company is agile in its approach and is very receptive to recommendations, resulting in great autonomy for the post-holder.





Main Duties and Responsibilities

Operational Business Partnering:

- Provide in-depth analysis of trends in production, stock and other operational variances, and provide solutions to minimise cost or maximise efficiencies where possible
- Support the production / supply chain management team by providing financial analysis to enable informed decision-making on anything involving costs or efficiency
- Aid in the development of systems, controls and processes to ensure a robust environment as the business continues to grow
- Be the key finance representative on capex or any new product development projects, including presenting financial summaries at various project Stage Gate meetings

Commercial Business Partnering:

- Attend / support at quarterly business review meetings with all senior stakeholders and Executive Board. Present performance including full-year forecast along with associated risks and opportunities
- Support the sales and marketing teams in customer negotiations, new product proposals, analysis of promotional mechanics, and ongoing customer data requirements
- Support the sales team with new pricing proposals, clearly illustrating the impact on both Campbell Meyer and the customer
- Challenge the sales and marketing teams' inputs as appropriate to drive accurate and realistic forecasting at all times
- Provide detailed variance analyses to explain the impact of movements in volume, price, and cost on the P&L versus plan and prior years
- Present financial plans at the quarterly business review meetings





The position incorporates a wide range of responsibilities, requiring a confident individual with strong interpersonal skills and an operational accounting background. The individual will have experience working in an operational environment and will be a self-starter to ensure the successful growth of this role.

It is likely that the successful candidate will have previous Management Accountant / Business Partner experience. The role encompasses a broad range of duties and therefore requires an individual who is prepared to be flexible to meet the needs of the business.

A summary of the key candidate requirements is as follows:

- Ideally a qualified accountant, ICAS, ACCA or CIMA, although we will consider qualified by experience candidates
- Strong operational foundation in accounting
- Previous FMCG / manufacturing experience preferred, but not essential
- Confidence and strong interpersonal skills, especially when interfacing with senior management and internal / external stakeholders
- High level of accuracy and attention to detail
- Ability to work under pressure, manage deadlines and prioritise effectively
- Energy, drive, tenacity, professionalism and commitment
- Strong IT skills; excellent MS Excel skills are essential
- Ability to work well in a team, but also capable of taking ownership of the delivery of specific tasks





Salary:	£50,000 - £70,000
Holiday Entitlement:	24 days plus statutory public holidays
Bonus:	Discretionary bonus



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The Recruitment Process

- Applications should be sent to Jonathan Donnelly at Rutherford Cross:
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