



POSITION PROFILE

Financial Controller



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Founded in 1987, Dales Marine Services is a cornerstone of Scotland's maritime industry. With a longstanding history of supporting the offshore and marine sectors, Dales Marine has built a strong reputation as a trusted provider of the full range of dry dock, ship repair, maintenance, steelwork construction and fabrication services. Headquartered in Aberdeen, Dales Marine operates in five dry docks (Aberdeen, Leith, Greenock, Troon and Grangemouth) providing unrivalled dedicated support to the global marine, aquaculture and offshore energy industries 24/7, 365 days a year. Committed to safety, quality, and efficiency, Dales Marine plays an essential role in supporting the Scotland's offshore operations.

The team at Dales Marine comprises highly skilled engineers, technicians, and project managers with decades of combined experience in maritime services. From planned maintenance projects to urgent repairs, the team understands the unique challenges of offshore work and brings technical expertise and problem-solving skills to every project. Known for reliability, speed, and precision, Dales Marine upholds a standard of service that ensures clients' operations run safely, smoothly, and efficiently. Dales Marine has built up a considerable client base including major industry companies in the UK and internationally.

Equipped to handle a wide range of projects, Dales Marine specialises in everything from comprehensive vessel repairs to advanced fabrication and welding. The company's facilities feature state-of-the-art equipment, enabling them to offer services such as precision machining, hydraulics, electrical engineering, and steelwork. Working with vessels of all types, from fishing boats to commercial and support vessels, Dales Marine is dedicated to delivering tailored solutions that meet the specific needs of each client, no matter how complex.

As the energy landscape continues to evolve, Dales Marine has expanded its services to support the renewable energy sector, particularly offshore wind. Through continual investment in people, technology, and safety standards, the company is well-positioned to meet the demands of both traditional and emerging markets. Dales Marine remains at the forefront of the industry, bringing expertise and innovation to every project.

Dales Marine is known for building lasting relationships with clients based on trust, quality, and a commitment to service excellence. With a reputation for delivering projects on time, on budget, and to the highest standards, clients can rely on Dales Marine for dependable and responsive support.

Today, Dales Marine boasts revenues of c£50m and employs 210 people across their three main locations in Aberdeen, Glasgow and Edinburgh. In 2021, the business was bought by H2 Equity Partners which has provided a significant platform for future growth.

Welcome from CFO, Kaylea Adam-Owen



"I am delighted to be part of Dales Marine as it continues to deliver strong growth and exceptional services across the sector. This success is a testament to our highly skilled and professional team, long-standing client relationships, and industry-leading capabilities. Aligned with our strategy, the appointment of a Financial Controller will further enhance the finance department



Job Title:	Financial Controller
Reporting to:	Kaylea Adam-Own (Chief Financial Officer)
Location:	Aberdeen - occasional travel to other sites (likely once per month)

The Financial Controller will report to the CFO and work in close partnership with the Finance Director, collaborating, supporting and providing key financial information to the Management Teams of each of the divisions within the Group. The primary responsibilities include:

- Form a close and positive working relationship with the CFO, Finance Director and the Senior Management Teams across the business, both in Aberdeen and Glasgow/Edinburgh
- Conducting a thorough review of the group accounting function and current working practices, to ensure the consistent delivery of business objectives and developing a culture of continuous improvement
- Support the Management Team on the development of company strategy across all areas of the Group, challenging assumptions and decision-making as appropriate and providing financial analysis and guidance on all activities, plans, targets and business drivers
- Accurately report on the performance of all the companies across Dales Marine
- Ensure that company financial systems and processes are maintained and enhanced, efficient, and compliant to support finance function activities and future company growth
- Ongoing development of periodic reporting, including the monthly board pack, preparation and presentation of financial information, value-added commentary, KPIs and analysis to help the Management Team better understand business performance
- Form opinions and evaluate the impact of technical matters and recommend appropriate policies to senior management and the audit committee
- Managing the preparation of financial statements and reports
- Leading the budgeting, forecasting and financial analysis processes
- Operate as a finance business partner to multiple overhead budget holders
- Provide financial support for any corporate activity, e.g. acquisitions, disposals, and joint ventures as well as providing ongoing reviews of these including assessing returns
- Provide financial support and modelling capability for capital and growth projects as well as post-investment reviews and assessment of returns
- Ensure the presence of robust financial controls and risk management frameworks
- Work with the CFO/FD on company policies regarding capital requirements, debt and taxation
- Provide analysis and reporting to ensure the Group remains within all its funding obligations and covenants
- Maintain a high level of credibility and manage strong working relationships with external parties including bankers, advisors and investors
- Conducting feasibility studies on any company projects and involvement in both their monitoring and, where appropriate, implementation
- Support external audit processes, ensuring timely, accurate data and minimising audit issues



Dales Marine is a fast-paced, high-growth, private equity-backed business and the individual will play a critical role in creating and maintaining a best-in-class finance function. First-class communication skills and an ability to manage a wide range of stakeholders are essential in a multi-site, relationship-led business.

In the initial phases, the appointed individual will be required to take a hands-on approach to learn about the business, reviewing and standardising working processes. As the business continues to grow at pace, it is critical that the Financial Controller can further develop systems, processes and reporting that enable them to support the CFO in delivering value in all areas.

A summary of the key candidate requirements is as follows:

Experience:

- An experienced and qualified finance professional with a proven track record of success within a similar, challenging role
- A dynamic, driven and proactive individual who thrives in a fast-paced, high-growth multi-site business environment
- Experience in fostering a culture of continuous improvement
- Experienced in working with Senior Management team, building their confidence in the reporting, financial systems, processes, and controls
- Well-developed commercial acumen gained in a complex commercial environment working with both financial and non-financial stakeholders
- A strong relationship builder who will challenge and collaborate internally and externally
- Extremely strong technical accounting skills, especially in relation to group consolidation, and fully up to date with all current legislation
- The ability to input strong controls and systems across the function and automate where appropriate to create better efficiencies
- Experience of working in a private equity led business environment would be highly advantageous but not essential
- A positive fit with the Dales Marine culture, demonstrating excellent people skills and high levels of engagement and energy

Qualifications:

- Degree qualified with a strong academic track record
- Professionally qualified accountant (CA, ACCA, ACMA, etc.) with PQE commensurate with a role at this level

Skills, Knowledge & Abilities:

- Knowledgeable on current accounting standards and any proposed changes that are applicable to the business
- 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
- Ability to assess and drive business improvement projects
- Excellent IT skills, with a proven track record in optimising finance systems

Other Key Characteristics & Behaviours:

- Exceptional levels of integrity
- Brings energy and naturally motivates those around them
- High levels of drive with a personal commitment to achieve success
- Remains calm when under pressure
- Ability to influence across multi-stakeholders
- Commercially and intellectually curious, relishing new experiences and challenges
- Results-driven and respect for deadlines
- Anticipates stakeholder needs and is a strong team player
- Not afraid to challenge the status quo and evaluate/present alternatives as required





Remuneration

This opportunity offers an attractive package, commensurate with the background and experience required for the role. For more information, please contact Mark Lewis at Rutherford Cross.

The Recruitment Process

The search and selection process of this assignment is being managed by advising consultant, Mark Lewis, Managing Director at Rutherford Cross, and supported by Harry Thomson.



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Selected candidates will then be invited to interview with the CFO, CEO and HR team.

All third-party applications, enquiries, and direct approaches to Dales Marine will be referred to Rutherford Cross.

Dales Marine 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.