

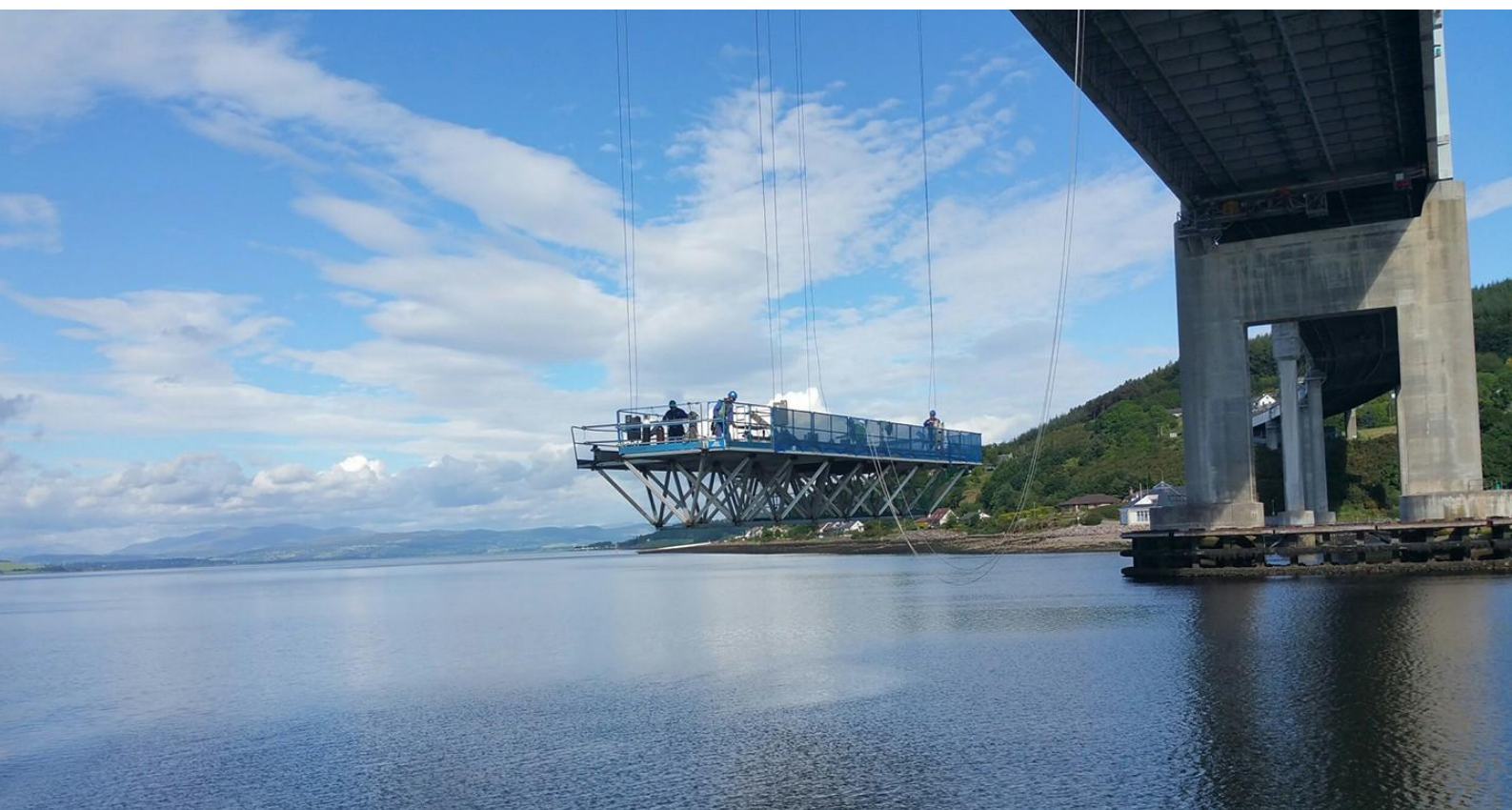


POSITION PROFILE

Group Accountant



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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 role is based in the J&J Denholm head office in Glasgow with the successful candidate reporting directly to the Group Financial Controller.

This is a fantastic opportunity for a newly qualified accountant to take the next step in their career. The post holder will be involved in the management and financial accounting duties for the Group. Given the diverse nature of the group's operations there will be the potential for the successful candidate to grow and develop in different areas.

Main Tasks / Responsibilities:

- Ongoing management and preparation of the month end financial reporting of the divisional and group consolidations, including financial analysis and commentary
- Ongoing management and preparation of the annual budget and twice yearly re-forecasting processes
- Ensuring quality control over financial processes, transactions and reporting
- Implementing improvements and developments to management accounts outputs and wider business processes
- Ensuring compliance on all tax related matters
- Actively involved in cash management ensuring that the group cash position and forecasts are accurate, understood, and managed
- Responsible for performing Group treasury and cash management activities
- Developing and documenting business processes to maintain and strengthen internal controls, and developing Group wide procedures for ensuring strong internal controls and compliance with corporate policy
- Supporting accounting system implementations and upgrades
- Leading year-end statutory close and audit process, including production of the year end accounts (Group and subsidiaries), supporting schedules and acting as a point of contact for external auditors
- Preparing accounting technical papers as and when required
- Building effective working relationships with operational and divisional finance teams
- Assisting in presenting reports to senior executives, stakeholders, and board members
- Ad hoc projects, analysis as required



Preferred Candidate Background

The position requires a high calibre individual who has strong interpersonal skills, is detail orientated and possesses excellent technical knowledge.

Key Candidate Requirements:

- Qualified accountant with appropriate post-qualification experience (preferably CA)
- Strong technical foundation in accounting
- Excellent analytical and problem-solving skills combined with business acumen, pragmatism and a good sense of diplomacy
- Proven ability to build relationships at all levels
- Highly developed oral, written and presentation skills
- Motivated self-starter with a flexible working attitude
- A strong team player, with a desire to make a significant contribution to the Finance Department
- Excellent IT skills, including MS office, and a good working knowledge of accounting systems





Salary:	£47,000 - £52,000 (depending on experience)
Bonus:	Discretionary annual bonus based on personal and company performance
Pension:	Employee contribution 2.5% / employer contribution 12.5%
Holidays:	35 days (including bank holidays)
Medical Care:	Private Medical Insurance (after 2 years of service)
Life Cover:	Death in Service
Professional Fees:	Yes
Work Pattern:	35 hours per week (3 days in office, 2 days at home, dependent on work requirements where additional days may be required in the office for meetings)

For more information, please contact Harry Young at Rutherford Cross.



Harry Young, CFO Services

M: 07494 280 500

E: harryyoung@rutherfordcross.com

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