

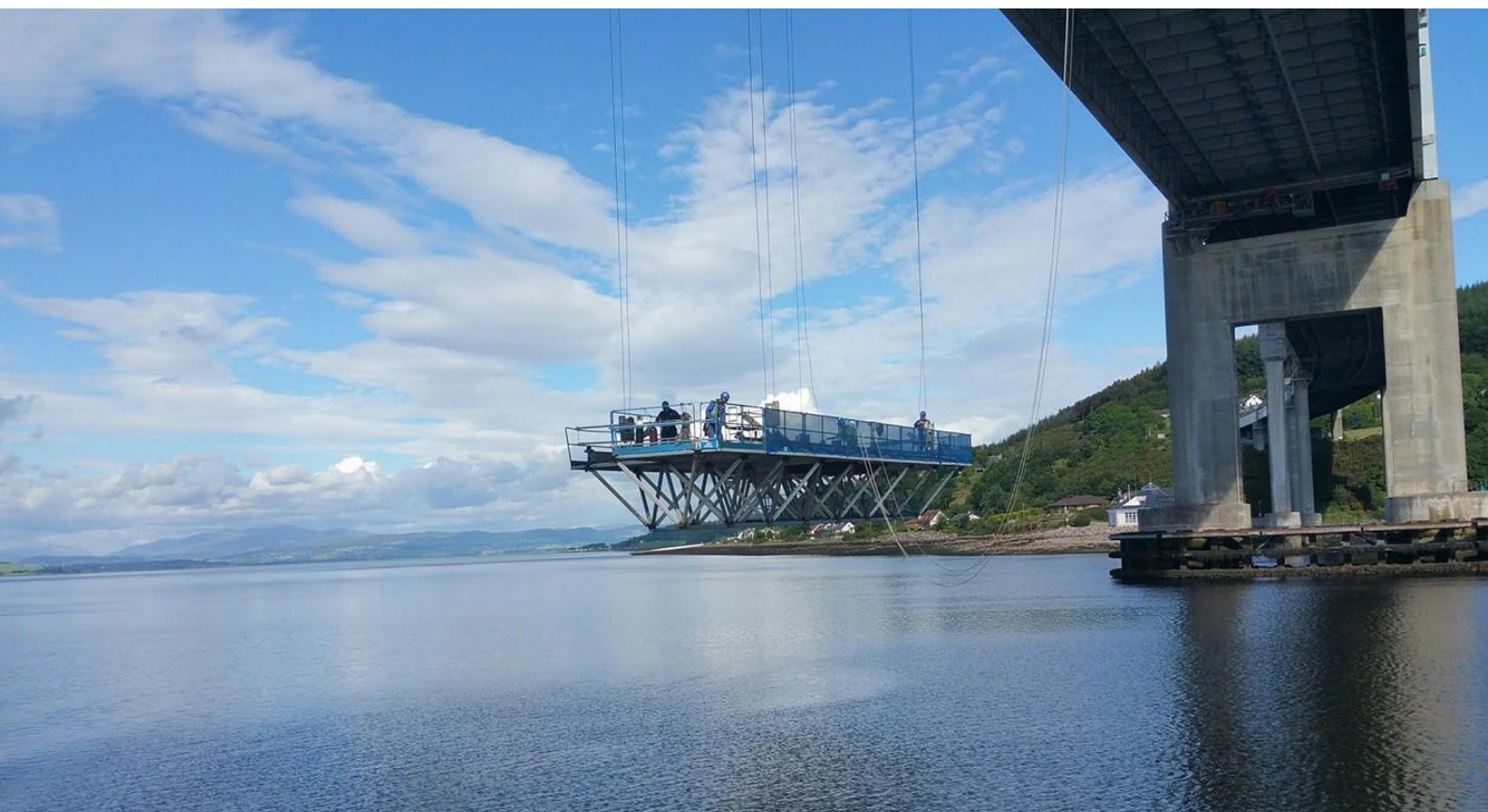


POSITION PROFILE

Internal Audit Manager



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|---|---|
| The Company | 3 |
| Background to the Current Opportunity | 5 |
| Preferred Candidate Background..... | 6 |
| Remuneration & Recruitment Process | 7 |





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.





The Internal Audit Manager role is based in the J&J Denholm head office in Glasgow with the successful candidate reporting directly to the Chief Operating Officer.

This is a fantastic opportunity for a recently qualified accountant with 2 years+ PQE, with relevant experience in internal or external audit, to take the next step in their career. Working as part of a small team the role will be exciting and challenging and 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:

- Drive the assurance and risk management agenda within the business
- Manage and refine internal audit standards, methodologies, tools and templates, ensuring they are in line with best practice
- Develop and execute an internal audit programme which is tailored to the risk profile of each business, with buy-in from key stakeholders
- Oversight and instruction of external advisors to ensure a timely and valuable delivery whilst maintaining quality standards
- Lead and deliver assurance reviews and conduct regular site visits
- Communication – written and verbal – of key findings and recommendations for improvement at the conclusion of each assurance review to the relevant business stakeholders(s)
- Regular reporting on the delivery of the internal audit plan to the Audit Committee
- Review of Group wide compliance policies and assisting in implementation of them across the business, particularly Anti Bribery & Corruption, Data Protection and Modern Slavery
- Assist in presenting reports to senior executives, stakeholders, and board members
- Assist in supporting accounting system implementations and upgrades
- Assist in management of Group banking procedures and processes
- Assist in compiling Health and Safety reports
- Assist with the Group's compliance in respect of its ESG responsibilities
- 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. A summary of the key candidate requirements is as follows:

- Qualified (preferably CA or CIA)
- Good technical foundation in accounting
- Confidence and strong interpersonal skills, especially when interfacing with senior management and internal / external stakeholders
- 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 Group
- Must be a self-starter and able to work with minimum supervision, while delivering the highest levels of service
- Excellent IT skills including MS office and a good working knowledge of accounting systems





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| Salary: | £50,000 - £60,000 |
| Bonus: | Discretionary annual bonus based on personal and company performance |
| Pension: | Employee contribution 2.5% and employer 12.5% |
| Holidays: | 30 days (including bank holidays) |
| Medical Care: | Private Medical Insurance (after 2 years' service) |
| Life Cover: | Death in Service |
| Professional Fees: | Yes |
| Working Hours: | 35 hours per week (the role will require a degree of travel around the UK and potentially overseas, however, when based in the head office the Company operates a non contractual working week of 3 office days and 2 home days). |



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The Recruitment Process

Initial interviews are with our exclusive advisors Rutherford Cross.

1st & 2nd Interviews will be held with the COO & HR.

Applications should be sent to harryyoung@rutherfordcross.com