



INDEPENDENT FAMILY
DISTILLERS SINCE 1887

WILLIAM GRANT
& SONS

Position Profile
Operations Finance
Leader
Dufftown



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William Grant was established in 1887 with the vision to make the best dram in the valley, and it stands true today as the business builds brands that are loved the world over. Its ambition is to always produce liquid of the highest quality, and to maintain those quality standards throughout all its activities; in production, distribution and marketing processes, and also in the way that colleagues treat each other. The first drop of Glenfiddich flowed through the stills on Christmas Day, 1887 in Dufftown, Scotland. Today, as leaders in the international spirits industry, William Grant & Sons has ambitious plans for growth to ensure the business is sustainable in the long term.

The company is 100% family owned with the family continuing to stay involved with the business, instilling their values into how they work. Their heritage is remembered by the descendants of William Grant, with his great-great grandson, Glenn Gordon — a fifth-generation family member — as the current Chairman.

The business has grown exponentially from its Scottish base, now with a network of production sites and offices worldwide. Its distilleries and bottling facilities are in the UK, Ireland, USA, India and Mexico, and are present in over 50 locations globally. Employees have now reached over 3,000 globally. With core brands including Glenfiddich, Hendrick's, Balvenie and Monkey Shoulder to name a few, the business now sells in almost 200 markets globally.

Guided by the business's values, employees respect each other's ideas and views, bring their whole selves to work and have the freedom to create their own personal legacy. The values are: Be Proud, Be Entrepreneurial, Be Responsible, Be Professional, Be Sustainable, Think Long Term, Embrace Difference.

SIXTH
Generation Family Owned

3,100
+ Employees

£1,721M*
Turnover

£331M*
Profit after tax

*For the year ending 31 December 2022 (announced externally in September 2023)

46 Locations

200 Markets

20 Distilling and bottling operations in five countries



Background to the Current Opportunity



The Operations Business Unit (OBU) is at the very heart of the William Grant & Sons business. The Dufftown site is the ancestral home of the company and where their premium spirits of Glenfiddich and Balvenie are produced. The role of the Operations Finance Leader is to lead and develop the Dufftown site finance team whilst ensuring financial control across the full operation, embedding core financial processes and delivering high quality reporting and insight to ensure the site delivers maximum performance.

As part of the role, you will work closely with the Dufftown Site Leader and their team, playing a leading role in the Dufftown site senior leadership team. Additionally, this role plays a vital part in the Operations Finance Leadership team, engaging across its global team. Leading and developing the finance team on the Dufftown site, you will be responsible for a wide range of activities, working closely with different stakeholders across the OBU, Branded Business Unit (BBU) and the Group Finance functions.

With a focus on cost efficiency and effectiveness across a significant cost base, this role is key in ensuring the financial controls and processes are in place; and the relevant information, performance delivery and commentaries are insightful and delivered on time, in full. Robust challenge is expected with the site leadership team based on insight from the financial outputs. The capital investment onsite requires a high level of financial input, review and challenge through planning to execution; including authorisation, reporting, financial control and forecasting.

The aim of this role is to ensure total financial control for all operations based at Dufftown site ("Dufftown") and high-quality financial reporting for Dufftown that is insightful, delivered on time and used to challenge OBU management performance; maximising performance, generating added value, reducing financial risks and improving financial processes.





Key Activities and Responsibilities

- Lead and guide leadership team to ensure total financial control for relevant site, in accordance with the processes, financial standards, procedures, and governance defined in the WGW and by Central Finance
- Deliver relevant and necessary financial information, including for example Site Monthly Management Accounts and financial commentary to OBU Management on time, to ensure that Site performance monitoring and decision making is of the highest standard
- Monitor and report financial performance for the specified area to bring insight, and challenge Management in order to maximise performance and generate added value in a timely manner. This includes the identification of adverse movements, concerning trends and one-off items affecting the underlying financial performance
- Manage and optimise working capital within the OBU through responsibility for stock accounting and evaluation for the relevant Site
- Evaluate and present to senior management findings/recommendations on initiatives/opportunities/risks through scenario modelling and other financial analysis
- Support the planning and budgeting processes within the OBU to ensure high quality of processes and plans at the cost centre level, in line with the group-wide planning process. Ensure Zero Based Budgeting principles are documented and applied in accordance with Group and WGW instructions
- Review and prepare the financial information for the planning cycles for Site based upon inputs from OBU leadership. Review and approve Site balance sheet reconciliations
- Review, challenge, and manage authorisation of capital expenditure for Site in accordance with Group Finance standards, processes and procedures, ensuring the prudent application of capital and clear reporting in relation to capital expenditure plans and claims are delivered in line with commitments





Thoughts on Preferred Candidate

The successful candidate will be a fully qualified accountant with appropriate post qualification experience and a strong understanding of the operations environment, having experience of working in a fast-moving and international business. You will be inquisitive, challenging and able to work autonomously, but also comfortable playing an active role in a wider team.

A key element of this role is the ability to be a key part of the wider leadership team of the site. The appointed individual needs to be confident in their abilities to communicate (both verbally and written) with stakeholders and leaders across the business, and be able to establish positive working relationships.

Qualifications and Experience

- Fully qualified accountant – CA/CIMA/ACCA with appropriate post qualification experience
- Experience of working within a Manufacturing and Operations environment
- An experienced Business Partner able to develop relationships across a site and a wide stakeholder base
- Experienced people leader – the role will directly manage a team of 2 but will have wider influence across the site and operations team
- Good understanding of standard costing processes
- Experience of working in a highly fluid environment in a global organisation
- Ability to form part of a site leadership team, supporting a high growth dynamic environment
- Comfortable working in a highly visible role where you will be relied on as a senior leader for the site from across the organisation





Salary:	An attractive salary is on offer commensurate with skills and experience
Benefits:	Discretionary bonus up to 22.5% (max) and 11.25% on target 5/10% employee/employer pension Family I Healthcare cover 24 days plus 10 days holiday (+3 days with long service) Car allowance - £7,000 8x Life assurance Product Allowance
Hours:	8:00 - 4:30 – Monday - Thursday 8:00 - 2:30 - Friday 30 minutes lunch; 38 hours per week
Location:	Dufftown



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The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- Next stage interviews are with Head Of Distilleries Finance and HR Business Partner
- Applications should be sent to Hazel Wynn at Rutherford Cross:
hazelwynn@rutherfordcross.com