



POSITION PROFILE

Treasury Manager



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Neogen provides a comprehensive range of solutions and services for the food processing, animal protein and agriculture industries, not only helping to protect the world's food supply, but also enabling their customers to produce more efficiently and effectively than they could before.

With a wide-ranging portfolio across food safety, animal safety, life sciences, and genomics, providing a product or service is only part of the journey — Neogen believe we are all in this together and their partnerships make them and their industries stronger.

In September 2022, Neogen announced that it had completed its merger with 3M's Food Safety business to create an innovative leader in the food safety sector with a comprehensive product range and a strategic focus on the category's long-term growth opportunities.

Based in beautiful offices at a country estate near Ayr, the team supports the European, Middle Eastern, African and Indian (iEMEA) territories for Neogen Corporation, a top performing NASDAQ listed business employing 3,000 people worldwide, with 650 in iEMEA.





Job Title:	Treasury Manager
Reports To:	Group FD
Location:	Ayr

Neogen is seeking an experienced and highly skilled Treasury Manager to lead the organisation's treasury operations. This newly created role follows a period of sustained growth driven by the acquisition of 3M's food safety business. This expansion has highlighted the need for a dedicated Treasury resource within the Neogen iEMEA business.

This is a key strategic hire for Neogen, as the company focuses on strengthening its back-office operations to support the next phase of growth.

We are ideally seeking a candidate who can work fully onsite with some flexibility (minimum 3 days hybrid) at Neogen's picturesque countryside offices in Auchincruive, Ayrshire. This position is best suited for someone accustomed to a fast-paced, rapidly evolving environment. Since its inception, Neogen has experienced exceptional growth, which is set to continue both organically and through acquisitions in the coming years.

The Treasury Manager will report directly to Group FD, Steven Donnachie, and will oversee a team of three direct reports: the Accounts Payable Team Leader, the Accounts Receivable Team Leader, and the Payroll and Payments Team Leader. In turn, these direct reports lead a team of 12, making the Treasury Manager role a critical leadership position within the organisation.





Key Responsibilities

- **Daily Cash Management:** Ensure the cash disbursement processes are robust and are SOX compliant before authorising payments
- **Cash Flow Forecasting, Working Capital and Financial Reporting:** Develop and maintain monthly cash flow forecasts and applicable KPIs, ensuring accurate monthly treasury reporting
- **Banking Relationships:** Maintain, build and develop relationships with Neogen's banks
- **Team Leadership:** Lead and develop the Accounts Receivable and Accounts Payable teams, providing guidance and support to achieve departmental goals, and ensure robust, efficient policies are in place
- **Administer Corporate Sanctions Compliance Program:** Ensure procedures are in place so the corporate sanction checking policy for customers and suppliers is adhered to for the EMEA region
- **Collaborate with Divisional Controllers:** Work closely with the Divisional Controllers to ensure a robust financial control environment, data accuracy for reporting, and ongoing compliance and deadlines are adhered to
- **SOX Compliance:** Oversee and ensure that all treasury processes, including cash management, disbursements, and reconciliations, are in strict adherence to requirements
- **Manage Insurance Program:** Ensure all group insurance policies are up to date and minimise business risk exposure
- **Monitor and Manage Payment Terms:** For both customers and suppliers, supporting group working capital
- **Balance Sheet Reconciliations:** Assist with Balance sheet reconciliations, providing guidance and ensuring any balances are investigated and resolved
- **Compliance:** Ensure compliance with all relevant financial regulations and internal policies





Key Knowledge and Skills

- Qualifications – Finance / Accounting / Treasury professional
- Mentorship – the ability to mentor and coach team members for high engagement
- Proven experience in the management of Accounts Payable and Accounts Receivable functions and cashflow management and cashflow reporting
- Excellent analytical and problem-solving skills
- Strong communication and interpersonal skills
- Previous experience with Sage 200, SAP and a SOX environment
- Adaptability - respond quickly to evolving business needs affecting processes, controls and systems
- Ability to influence and collaborate with cross-functional teams





Basic Salary:	£Highly Competitive DOE + Potential Bonus
Company Pension:	Neogen operates a salary sacrifice pension scheme that colleagues can join after a 3-month qualifying period. The colleague contribution is 5%. Neogen contributes 6% for those with less than 5 years of service and 7% (subject to colleague contribution of 6%) for those with five or more years of service
Holiday Entitlement:	23 days plus 8 bank holidays. This rises to 24 days after one year of service, 25 days after two years of service and 27 days after 5 years of service
Healthcare:	Subsidised Private Medical cover
Further Benefits:	Cycle2Work scheme, EV car scheme, and enhanced maternity, adoption and paternity leave

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



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The Recruitment Process

- First-round interviews are with our retained advisors at Rutherford Cross
- The second stage will involve Head of Talent & Group FD
- The third stage will involve Group FD & Divisional Controller
- Applications should be sent to Harry Young at Rutherford Cross:
harryyoung@rutherfordcross.com