



synaptec

POSITION PROFILE  
Financial Controller



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## The Power System Instrumentation Experts

Since Synaptec was founded, it has focused on bringing together specialists in power systems, photonics, electronics, and data analysis to develop robust, creative engineering solutions that rapidly address its customers' real needs.

It's this approach to building a company that is authentically expert, and uniquely focused on power systems instrumentation, which has enabled it to develop systems that are changing how the power sector maintains and manages networks and assets.

Synaptec produces the worlds' only passive electrical sensor networks for high voltage power system monitoring. Synaptec brings together industry experts to devise creative solutions for its customers. Using its patented sensor technology, it provides more detail, intelligence and real-time data, to reduce outages and operational costs.

Cable failures remain the single largest operational cost in offshore wind. Most power cable faults can be traced back to issues with terminations, where jointing and earthing can be vulnerable to degradation over time. Monitoring sheath currents and temperatures in these terminations and their screen connections provides early and economical failure warnings across every cable in one retrofittable, online monitoring system.

Synaptec's Cable Condition Monitoring (CCM) platform is a simple and powerful solution to enable health monitoring of cable junctions and terminations. Using Synaptec's Distributed Electrical Sensing (DES) technology, CCM delivers real-time, high-quality data on the cable screen earthing points and ambient temperature. Integrated and customisable threshold alarms and live measurement data are easily integrated with existing SCADA systems, giving wind farm operators awareness and actionable information on the health and status of terminations.

## Synaptec's Expertise

Synaptec's management team, board of directors and advisors include former executive leaders from the power sector, renowned academic professors, and highly experienced energy entrepreneurs. Their insight and understanding have been instrumental in growing and developing both the business and its offerings.

This high level of expertise extends to its full-stack engineering team, which spans instrumentation, photonics, electronics, power engineering, embedded systems, data engineering and analysis, product design, and manufacturing. This level of in-house capability enables it to tailor comprehensive solutions for customers in a coherent manner.

Its education and contribution within the sector is upheld by participating in IEC, CIGRE, and IEEE working groups and technical committees that are dedicated to progressing technologies which will support an energy secure future.



## Synaptec's Culture

Synaptec's success is built upon four core values:



Technical excellence



Openness



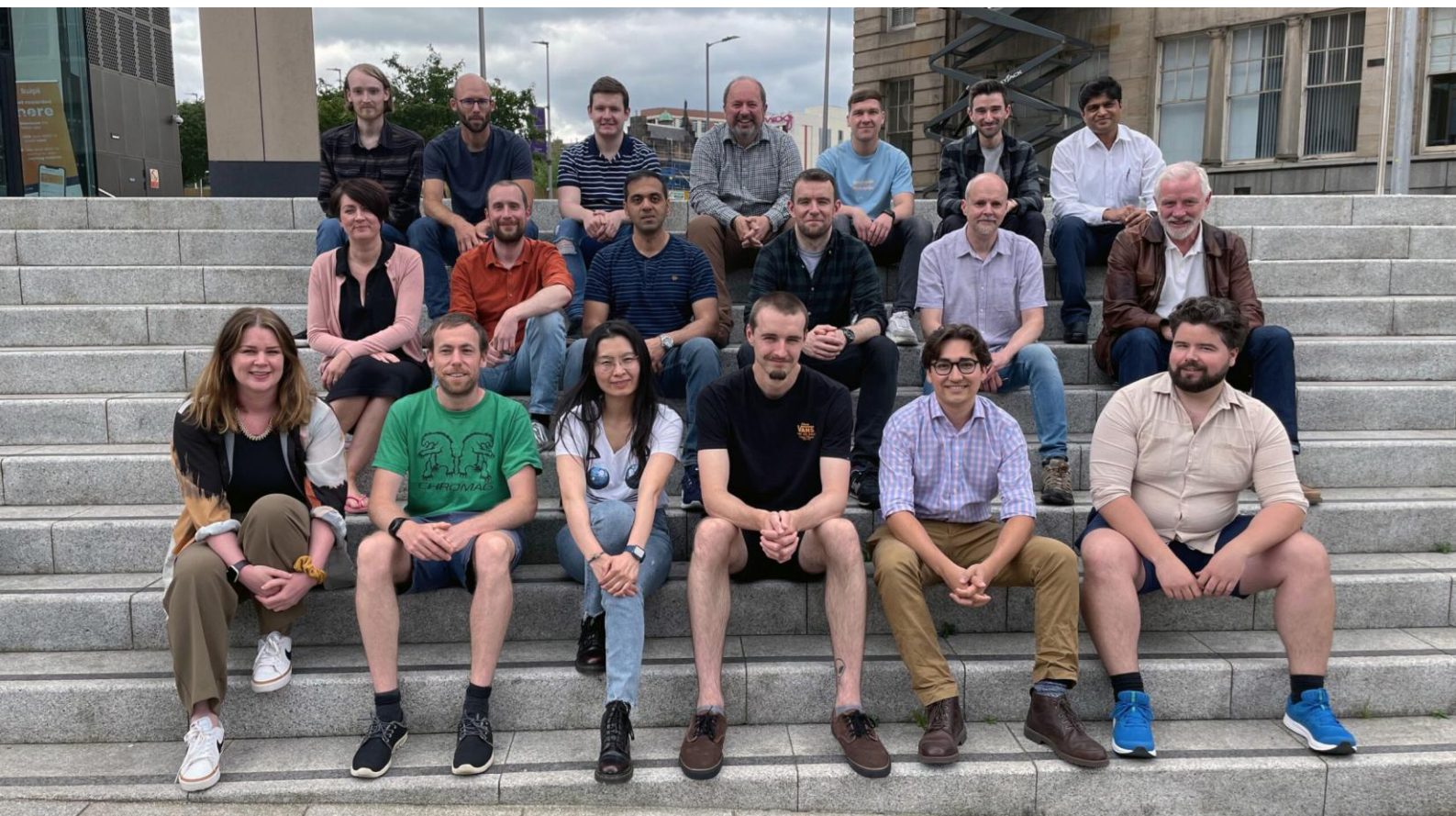
Responsiveness



Continuous improvement

The business is committed to recruiting the most outstanding engineers, physicists and seasoned industry specialists, and investing in their continuous development. Through this approach, it has built a team that is expert in its field and comprises a unique blend of disciplines. It uses its authentic expertise to lead industry thinking on instrumentation and provide genuine consultative support to customers which leads to their success.

While Synaptec is still relatively small in revenue, the business has great ambitions for the future and now has 40 dedicated employees; a number which will continue to grow with future contract wins. Synaptec is backed by a highly impressive Board which includes business leaders from some of its key investors including Foresight, Proserv and Megger Group. The original founders also retain a sizeable equity stake and are committed to the continued success of the business.





<b>Job Title:</b>	Financial Controller
<b>Reporting to:</b>	CEO
<b>Location:</b>	Citypark, Glasgow

The newly created role of Financial Controller will report to the CEO and work closely with the CFO who has been working on a fractional basis and will naturally exit the business in time. Synaptec is keen to appoint a candidate who is ambitious and can quickly move into a Finance Director/CFO role.

This is a key hire for Synaptec as it continues to bolster its leadership team, embarking on a year with a record projected order intake. The appointed candidate needs to be comfortable operating at Board level with regular interaction with senior level stakeholders.

### **The primary responsibilities of the role include:**

- Managing the financial reporting and analysis requirements of the business
- Overseeing timely production of monthly management accounts
- Implementing internal controls and workflows - ensuring compliance and issue detection
- Business Partnering across the business to ensure detailed and accurate financials and commercial governance and compliance
- Communicating KPI's to the management team
- Producing short and medium term budgeting and forecasting
- Costing and justification for CAPEX
- Ensuring revenue recognition is applied correctly
- Leading on audit and statutory deliverables, ensuring all information/submissions are clear, accurate and on time with seamless coordination and communication on accounting judgments
- Ensuring compliance with reporting standards, maintaining robust controls, and assessing changes in accounting standards
- Supporting UK Corporation tax and R&D tax credit filing
- Supporting Grant applications and project management
- Supporting the business on other finance related areas including insurance cover and other ad hoc projects



Synaptec is a Private Equity backed scale-up organisation at a key point in its journey. With a record projected order intake for 2025, the Financial Controller will be joining at a hugely exciting and important time for the business and will play a crucial role in strengthening the finance function and being an active member of the management team.

The appointed candidate will need to be sufficiently hands-on to ensure a robust finance function is in place through building the right infrastructure to support the business. They will need to develop the team, focusing on continuous improvement, and be a highly effective business partner working closely with the VP Operations and Commercial Manager. As the business continues to grow, it is important that the Financial Controller can continue to develop systems, processes and reporting, and support the CEO with improvement projects.

**A summary of the key candidate requirements is as follows:**

- An experienced and appropriately qualified finance professional with a proven track record of success
- A dynamic, driven and proactive individual who thrives in an entrepreneurial scale-up environment
- Experienced in fostering a culture of continuous improvement
- Strong technical accounting skills and fully up to date with relevant legislation
- Excellent communication skills - able to interpret complex financial data to ensure key stakeholders have a clear understanding of the business's financial health
- A strong relationship builder who is a natural business partner
- Ability to work collaboratively and influence at all levels of the organisation
- Ability to prioritise and co-ordinate tasks efficiently
- Exceptional attention to detail
- A practical understanding of management accounting principles and techniques
- Sound knowledge of standard accountancy and finance best practices
- The ability to implement strong controls and systems across the function and automate where appropriate to create better efficiencies
- Experience working in Manufacturing and a Private Equity led business would be highly advantageous but not essential
- Experience working in a scale-up environment would be beneficial
- Highly commercially astute with the ability to influence commercial decision making
- Strong analytical skills to effectively analyse financial reports
- In-depth knowledge of budgeting and financial forecasting





## Qualifications

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

## Key Characteristics and Behaviours

- High levels of integrity
- High levels of emotional intelligence
- A positive fit with the Synaptec culture
- Low ego with high levels of empathy
- Remains calm when under pressure
- High levels of drive with personal commitment to achieve success





<b>Salary:</b>	An attractive salary and wider financial package is on offer commensurate with skills and experience
<b>Company Pension:</b>	Matched contributions at 6%
<b>Holiday Entitlement:</b>	28 days plus stats
<b>Additional Benefits:</b>	Share options/share purchase scheme Private healthcare Subsidised gym membership Hybrid working
<b>Location:</b>	CityPark, Dennistoun, Glasgow



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## The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- First-round interviews are with the Chief of Staff and Fractional CFO
- Second-round interviews are with the CEO and Chair
- Applications should be sent to [hazelwynn@rutherfordcross.com](mailto:hazelwynn@rutherfordcross.com)