



POSITION PROFILE
UK Finance Manager



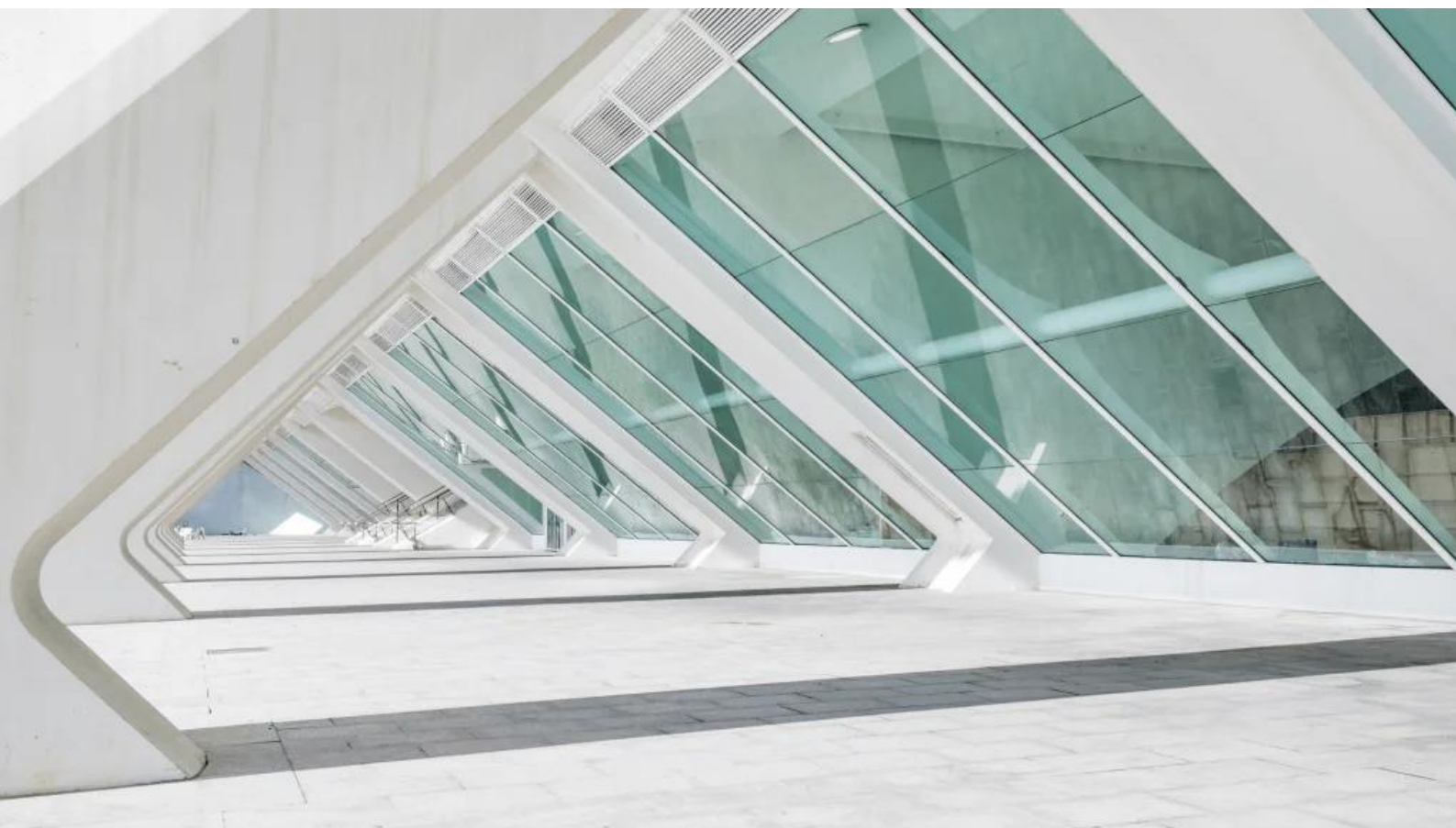
The Company 3

Background to the Current Opportunity 4

The Role 5

The Individual 6

Remuneration & Recruitment Process 7





Kelso Pharma's vision is to bring innovative, value-added, specialty medicines to the European healthcare markets. These medicines provide meaningful benefits to patients and create added value for healthcare stakeholders.

The business plans to enhance value for the healthcare system by providing medicines that improve the lives of patients in a cost-effective way and is committed to behaving in an ethical manner in everything that they do.

Kelso Pharma is built upon a blend of company & product acquisitions, partnerships and organic growth, both in the UK and in Europe. The business is focused on creating a positive, entrepreneurial working environment for its people - because a happy team creates value for patients, the healthcare system and the business.

The company is backed by Apposite Capital LLP, a private equity firm specialising in investing in SME businesses in healthcare. The Kelso Pharma team has extensive experience in growing and running a specialty pharma business across Europe.

In January 2022, Kelso Pharma acquired Stirling Anglian Pharmaceuticals, and in November 2023 the business took its first step in its European expansion strategy by agreeing to acquire Italian specialty pharma company, Velit Biopharma (Velit).

In February 2025 the business announced the acquisition of the UK pharma business, ALTURiX Holdings Limited, is based in Milton Keynes. The transaction marks a significant step towards Kelso's vision of building a specialty pharma business of scale in the UK and ultimately across Europe.

Sales in 2025 are forecast to be around £40m and the business is profitable.

Kelso Pharma is headed by Dr Tom Stratford, previously CEO of Kyowa Kirin International, the European and US business arm of Kyowa Kirin which purchased Scottish Borders-based ProStrakan Group PLC in 2011. He is joined by former KKI CFO, Allan Watson, and former KKI General Counsel, Andrew McLean.

For more information on the business, please click on the hyperlinks to access websites for:

[Kelso Pharma](#)

[Stirling Anglian Pharmaceutical](#)

[Velit Biopharma](#)

Background to the Current Opportunity



As a result of the recent acquisition and the ambitious growth plans to develop the group into a pan-European specialty healthcare business, the demands on the finance function are increasing. The business now requires a Finance Manager to help support its UK operations.

The Finance Manager will support the Financial Controller by helping to deliver the operational finance needs of the business as well as supporting the integration of ALTRUIX Holdings Limited to the group.

This is an exciting, progressive opportunity for a talented finance professional with the desire to join a high growth and innovative company. It is crucial that the appointed candidate is able to build positive relationships with key stakeholders across the business to ensure a long-term fit with what is a relatively small team.

The Kelso Pharma Group represents an excellent opportunity for a motivated Finance Manager who wants to work for a PE backed scale-up pharmaceutical business. The company provides the prospect of working for a business with tremendous ambitions, offering scope for career development as the business grows.

Pictured below are: Sam Gray (Apposite), Christian Shenk (Apposite), Tom Stratford (CEO), Gordon Cameron (Chairman), and Allan Watson (CFO).





Job Title: UK Finance Manager

Reports to: Financial Controller

Position Overview

The UK Finance Manager will be responsible for assisting with the finance operations and financial reporting for UK-based entities. The ideal candidate will be either recently qualified or possess equivalent experience. The position reports directly to the Financial Controller and requires regular interaction with, and the ability to influence, operational stakeholders.

This is a unique and exceptional opportunity, offering a flexible working arrangement, with the requirement to be in the office 2-4 days per month.

Responsibilities include, but are not limited to:

- Execute all finance processes including: bank reconciliations, monthly balance sheet reconciliations, prepare the quarterly VAT return, liaison with payroll provider and employee expenses
- Play a leading role in the migration from Sage 50 to Oracle introduce operational efficiencies
- Support in producing meaningful analysis to assist with business planning, budgeting and forecasting process
- Prepare monthly management accounts for UK trading entity and assist with group consolidated accounts, including production of monthly reporting pack including collating key KPI data
- Process all transactions and maintain the general ledgers for the UK trading entity and the three small parent entities
- Liaise with supply chain team over stock transactions sourced from EU based vendors, developing a good understanding of underlying product costs and product profitability
- Prepare draft year end accounts for the Group, interacting with CFO and external auditors
- Support in producing meaningful analysis to assist with business planning, budgeting and forecasting process
- Provide broad support to the business, including ad hoc non-finance tasks



The UK Finance Manager role requires a seasoned accountant with experience across a broad range of responsibilities, including presenting financial information in a clear, concise, and engaging manner. The ideal candidate will demonstrate strong attention to detail, the ability to identify opportunities for business improvement, and the drive to lead their implementation. The individual must also be adept at prioritizing tasks and effectively managing a changing workload.

The UK Finance Manager will be comfortable contributing to high-level strategic decisions while also being willing to engage in more routine finance tasks to support the business in achieving both its short- and long-term objectives.

Kelso Pharma Group offers an outstanding career opportunity, providing the chance to work within a dynamic and rewarding environment. This role presents a unique opportunity to contribute to a growing, ambitious company and play a pivotal role in its continued success.

The key candidate requirements for the position include:

- Recently qualified accountant or qualified by experience
- Strong accounts preparation experience
- Experience in monthly management reporting and month end reconciliations
- Ability to develop robust processes and controls
- Prior working knowledge of Oracle accounting systems is desirable
- Comfortable supporting or partnering with director level stakeholders
- Able to ensure the delivery of the more routine tasks required of the finance function
- Excellent time management and adherence to deadlines
- Confident, initiative-taker with effective communication skills





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| Salary: | £40,000 - £50,000 |
| Bonus: | 10% discretionary, dependent on personal and company objectives being met |
| Holiday Entitlement: | 25 days plus bank holidays |
| Healthcare: | Death in service policy and healthcare plan |
| Hours: | Hybrid working from home and office. The successful candidate should expect to spend time in the company's head office 2-4 days per month in Hillington |



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The Recruitment Process

- Initial interviews are with our retained advisors at Rutherford Cross
- First-round interviews will involve meeting the FC by Teams
- Second-round interviews will be face to face with the CFO and CEO
- Applications should be sent to Jonathan Donnelly at Rutherford Cross: jonathandonnelly@rutherfordcross.com