**Job Description**

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| **Job title:** | Head of Financial Reporting & Control |
| **Reports to:** | AB Neo Finance Director |
| **Location:** | Hybrid, can be home based but with travel to AB Neo sites. |
| **Direct & Indirect Reports:** | Direct: 2 x Regional Finance Managers  Indirect: 4 x Financial Accountant’s & 4 x Finance Assistant’s |
| **Overall Purpose:** | The key focus of the role is to manage and lead all accounting, control, statutory reporting, risk management and audit activities across our global accounting teams.  This role is home based (Europe) and will manage a team who operate from multiple locations including Spain, Poland, UK & Denmark. The role holder can expect regular travel to support the finance operations and initiatives as required.  There will be significant exposure to the business Senior Leadership Team, and regular interaction with ABF Tax, Treasury and Accounting teams which will provide an excellent opportunity for candidates with a desire for career progression. |
| **Key Responsibilities:** | **Performance**  •Ensure the financial control environment is robust, with control design being fit for purpose and operationally effective.  •Drive the financial reporting process – ensuring the regions deliver accurate monthly reporting to AB Agri within group reporting deadlines.  •Coordinate the budget and forecasting process, working with the finance business partners to collectively pull together.  •Lead, develop and grow a team of 2 European based Finance Managers; ensure they are motivated and developed according to their needs.  •Facilitate standardisation of financial processes and controls and the sharing and application of best practice across the business.  •Own and manage the relationships with external and internal auditors; ensuring that issues raised are closed in a timely and effective manner.  •Provide direction and support to regional finance managers ensuring that all regional reporting and financial/tax compliance requirements are met.  •Cashflow Forecasting: Preparation, review and submission of cashflow forecasts to ABF Treasury  •Month end close responsibilities including consolidation and payroll postings.  •Group Anti-Bribery and Corruption Officer (ABC) – ensuring ABC risk is mitigated, the business is actively engaged in ABC matters.  •Ensure Transfer Pricing policies between affiliated group companies is compliant and supporting documentation is maintained and up to date.  •Ensure that the business’s Controls and Procedures’ manual and risk documentation is maintained and up to date.  •Ensure financial processes across all ERP systems are secure, consistently applied and compliant with the Financial Controls Framework.  •Support with M&A due diligence and the integration of any new businesses.  •Own and test the businesses Business Continuity Plan, ensuring it is up to date and tested annually.  **Strategic**  •Contribute to improvements at all levels to increase the efficiency and quality of all aspects of the finance and reporting processes.  •Implementing improved processes, systems and controls to achieve the highest standards in reporting and compliance.  •Proactive involvement in other business-critical ad hoc projects including M&A and systems  **Relationships**  •Manage and lead the regional finance managers into a high performing team.  •Building a progressive and positive culture between the business and finance team – ensuring the finance team are customer focussed.  •Build strong relationships and networks with other AB Agri and ABF teams (Tax, Treasury, Group Reporting etc.) |

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| **Person Specification** |  | **Essential / Desirable** |
| Skills and Qualifications: | * Qualified finance professional, ACA, ACCA or similar * Expert knowledge of accounting principles, processes and procedures. * Strong technical accounting and tax knowledge * Budgeting and forecasting experience * Excellent organisational skills * Strong financial modelling skills * Excellent Excel skills * Fluent written and spoken English | E  E  E  D  E  E  E  E |
| Key Behaviours: | * Good critical thinking, adept at navigating complex issues and ambiguity, using sound judgement in a timely manner​ * Effectively manages risk and communicates this with senior management. * Inspires, engages and develops colleagues in a culture that values diversity, celebrates success and manages ways of working to ensures wellbeing and performance​ * Has ambition, motivated by challenges, with exceptional personal drive and courage​ * Actively promotes the AB Neo goals and vision * Fosters a high performing environment through empowerment, delegation, coaching, to develop talent and capability​ * Drive performance – results oriented. Challenging status quo; reporting and processes are simple, streamlined and continuously improving. * Excellence at speed – delivers quality results first time and to agreed deadlines. * Effective communicator with confidence to interact with senior managers. |  |
| Other factors: | * Some overseas travel likely to be required. * Some requirements to work longer hours (e.g. at period end & during forecasts). |  |
| Date Agreed: |  |  |
| Authorised by: |  |  |