Finance Manager – Management Reporting

Line manager: Head of Group Reporting

Grade *(if applicable)*: 1

Direct reports: 2

Role purpose:

This role sits within the Group Financial Control team at Peabody and will play an essential part in developing a strong Management Reporting team, providing high-quality and timely performance information that supports effective decision-making.

The Finance Manager – Management Reporting will manage the month-end management reporting process, producing high-quality reporting that is insightful and supports decision-making at the most senior level of the organisation.

Key Results:

- Deliver accurate, timely and high-quality management reporting, ensuring all internal and external reporting deadlines are met.
- Provide insightful and meaningful commentary to support management reporting.
- Lead on the Group's Value for Money reporting, producing insightful and meaningful analysis and commentary on performance against targets.
- Prepare and review the quarterly NROSH cashflow submission, ensuring accuracy, completeness and timely delivery.
- Lead on updating and modernising all management reporting, implementing automation where possible.
- Identify risks and opportunities through detailed analysis and a comprehensive understanding of performance.
- Establish and monitor controls to ensure high data quality, accurate ledgers, and compliance with company financial and operating regulations.
- Advise and support the business in decision-making to ensure Peabody's strategic aims are realised, producing narrative and commentary reports for the Executive Team, Committees and Boards as required.
- Continually review and improve systems and processes, including month-end reporting and accounting processes, working collaboratively across teams and departments and maintaining a positive approach to change at all times.
- Line manage the team to provide a consistent and reliable service to stakeholders.
- Facilitate the completion of audit queries for the relevant directorates.
- Ensure all work adheres to finance policies and procedures and is supported by effective financial controls.
- Provide support for ad hoc queries or signpost stakeholders to relevant teams across finance.
- Carry out any other duties and deputise as required.
- Where appropriate, act as a financial lead on large-scale, high-risk and transformational projects and initiatives within the directorate. Drive projects forward to ensure deadlines and deliverables are met.

Success metrics:

- Provision of high-quality and timely performance information that supports effective decision-making for the directorate.
- Promote data quality, working with managers and internal teams to improve the quality and integrity of data.
- Maintain strong relationships with key customers, relevant Directors, Heads of Department, key managers and internal teams.
- Ensuring budget holders have the requisite skills, experience and tools to fulfil their responsibilities.

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- Develop and lead strong teams that are motivated to deliver objectives in line with Peabody strategy.

About you:

You will be:

- An effective team leader and organiser of routine tasks.
- A collaborative leader of a high-performing department.
- Passionate about identifying the root causes driving variances to budgets and forecasts.
- Enthusiastic about implementing good practice and effective financial controls.
- A great communicator, both written and verbal, who understands the different messaging needed for different audiences.
- A flexible and adaptable team player.
- Able to work under pressure, multitask and meet deadlines.
- Able to understand the wider strategic picture while maintaining strong attention to detail.
- A diligent worker with a keen eye for detail.
- Committed to delivering excellent customer experience, embodying Peabody values.

You will have:

- Experience of managing people.
- Excellent communication and influencing skills, with the ability to develop business networks and work collaboratively with various stakeholders.
- Experience of implementing processes and a proven track record of business improvement.
- Experience of preparing and reviewing management accounts.
- Ability to present complex financial information in a clear and transparent manner for non-finance staff.
- Knowledge of accounting software (Sun Systems desired) and other core finance systems.
- Experience of using Power BI or other data visualisation tools is desirable.
- Advanced Excel and Word skills.
- Sound knowledge of applicable regulatory frameworks.
- CCAB accountancy or other qualification, with post-qualification experience and commitment to continued professional development.

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