Financial Controller

Location: Falkirk
Reports to: CFO
Working Pattern: Hybrid (3 days in office)
Direct Reports: Management Accountant; 3 x Finance Assistants

Care Visions
People · Purpose · Brighter Lives

About Care Visions
Care Visions has spent more than 25 years providing Residential and Fostering care across Scotland. We are proud of that record, and we are ambitious about what comes next. As the organisation continues to grow, we are strengthening our Finance Function, modernising our systems and building the organisation we need for the next decade. We are seeking an experienced, qualified Financial Controller to lead our finance function, deliver process improvements, and ensure robust financial governance.

This role provides an excellent opportunity for an ambitious finance professional to broaden their finance leadership experience within an innovative & ambitious organisation. The successful candidate will work closely with the CFO and other senior management personnel, gaining exposure to strategic decision-making, financial leadership, and continuous improvement projects, with a clear pathway towards future senior finance roles.

Role Purpose
The Financial Controller is responsible for the day-to-day operational leadership of the finance function, ensuring the delivery of accurate and timely financial information, strong financial controls, and compliance with statutory requirements. The successful candidate will work closely with senior stakeholders providing financial and commercial insights, strengthening controls and supporting the continued development of the business.
The role will oversee all aspects of financial management including management reporting, budgeting, and forecasting, cash flow, audit management, payroll oversight, and continuous improvement of financial processes.

Key Responsibilities

Finance Leadership
- Lead and support the Finance Manager, ensuring clear priorities, appropriate oversight and delivery of consistent service levels to the business.
- Oversee invoicing, payments, payroll and credit control, maintaining appropriate segregation of duties.
- Improve financial systems, reporting and processes as the business develops.
- Act as the principal finance contact for banks, stakeholders and external accounting and tax advisers.

Financial Management & Reporting
- Ownership of month end close accounting and reporting processes and outputs, ensuring accurate and timely reporting across the group.
- Delivery of monthly financial reporting to senior stakeholders with clear commentary on financial performance against budgets, forecasts & KPIs and identification of risks and opportunities
- Business partner with business managers to understand results and drive financial improvements.
- Ownership of the group balance sheet securing the company's assets through robust substantiation and reconciliation procedures
- Maintain robust accounting policies, approval processes and supporting records.
- Coordinate year-end accounts and external audit, reviewing requirements with advisers.

Cash Flow & Treasury
- Oversee cash management, banking arrangements and the invoice discounting facility.
- Prepare and maintain cash-flow forecasts across the group, identifying funding needs.
- Maximise the companies cash flows through working capital management, including receivables, payables and effective credit control.
- Oversee payment approvals and treasury controls.

Statutory & Regulatory Compliance
- Manage the annual audit process and relationships with external auditors.
- Oversee tax compliance coordinating with external advisers to ensure accurate filings and timely payments.
- Work with advisers to develop, document and maintain transfer pricing policies for intercompany transactions.

Systems & Process Improvement

- Drive the ongoing development and optimisation of Sage 200 and related finance systems.
- Identify opportunities to improve reporting, automation, and process efficiency.
- Implement new financial processes and controls.
- Drive continuous improvement within the finance function.

Key Performance Indicators

- Timely production of monthly management accounts.
- Budget accuracy and forecast reliability.
- Cashflow performance.
- Clean audit outcomes.
- Finance team engagement and development.
- Clear evidence of established process improvements.

Qualifications & Required Experience

- Fully qualified accountant (ACA, ACCA, CIMA or equivalent)
- Significant Financial Controller or Senior Finance Manager experience including people management of both qualified and non-qualified Finance resources
- Strong technical accounting knowledge and experience preparing or reviewing management accounts and monthly financial reporting.
- Strong excel skills coupled with confidence using accounting software, AI and Microsoft Excel to analyse financial information and build forecasts.
- Strong attention to detail, organisation and ability to deliver to deadlines.
- Proven ability to create accurate and auditable forecasting models
- Working knowledge of tax compliance and management recharge methdologies with the ability to coordinate specialist advice where required.
- Excellent communication skills and the ability to quickly build effective working relationships with both Finance and non Finance colleagues.

Preferred Experience

- Exposure to SAGE 200 accounting software and invoice discounting facilities.
- Experience in optimisation of use of accounting and reporting software packages/ ERP systems to strengthen and automate key financial accounting and control processes.
- Experience supporting multi-site operations business.

The Individual

- Ability to manage, develop and lead a small team.
- Strong analytical and critical thinking skills.
- A process improvement mindset, always looking to be more efficient and improve results.
- Able to communicate financial information clearly to non-finance audiences.
- Hands-on and willing to work operationally where required.
- Competent to deputise for senior members of staff when needed.
- High integrity and attention to detail.
- Ability to work independently, deal with change and manage their own workstack.

Remuneration

- Competitive Salary
- 27 days annual leave plus 9 days bank holidays
- Membership Group Term Life Assurance
- Membership Workplace Pension (Employee Contribution 4%/ Employer Contribution 3%)
- Membership Employee Assistance Programme with on demand wellbeing support