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1: The History

The Paterson Arran journey has been a far call from what the Patersons of Rutherglen would ever have dreamed of back in 1895 when they started selling home-baked oatcakes.

Having gone through a number of changes in ownership during the 60s, 70s and 80s, the company ended up in the portfolio of what is now Edrington as they expanded away from their core market of whisky. In the early 90s, Paterson's was merged with The Bronte Biscuit Company, which was also part of The Edrington portfolio, and, in 1994, Paterson's was merged with Arran Provisions - another Edrington food business. This latter merger was led by the current Finance Director, Ian Appleton.

To ensure the success of the newly merged business, in 1995, they brought in Alan Hardie as Managing Director and, following an unsuccessful trade sale but comfortable in the knowledge they had a great business, Alan and Ian led an MBO. Edrington, positive about the company, retained a small share of the business (24.9%) which it continues to hold to this day.

2: The Company

Over the last 25 years the company has developed through organic growth which has seen them double their turnover since 2006 to c£25m with a net profit of c£1.8m and a very strong balance sheet.

The company has a strong portfolio of brands which are easily recognised from their regular appearance in the multiples, foodservice, leisure, gift and travel sectors:

Paterson's

Arran

Bronte

Café Brontë



The company has retained the pride in their products and the strong sense of responsibility that has served them well for over 120 years, and has clear ambitions for the business going forward.

Although primarily a brand manufacturer, the company is also a strong player in the private label sector with a wide portfolio of blue chip customers.

The changes currently underway provide the opportunity to join a business which is strong financially and has a successful product range, expanding markets, strong technical capability and a settled work force. The planned changes within the executive team allow the opportunity to step into positions of strength and bring your own style and experience to drive further growth and efficiencies.

3: Background to the Current Opportunity

As part of a planned retirement, Alan Hardie has stepped down as Managing Director and will undertake the role of Non-Executive Chairman. Ian Appleton, current Finance Director, is also retiring later in 2018 and will become a Non-Executive Director of the business.

The role of Managing Director has been assumed by Sean Austin, who has been the Operations Director for the last four years. This has created two senior openings for both a Finance Director and an Operations Director which are being sourced simultaneously.

Both newly recruited positions will sit on the Executive Committee alongside Sean Austin, Managing Director, Allan Miller, Commercial Director and Karen Jones, Head of Sales.

4: The Role

As the senior finance lead in the business you will ensure the continued tight fiscal management the business has enjoyed for many years. There will be a period of handover with Ian Appleton which will be invaluable to the successful candidate. This is a key role in optimising total business performance and company value.

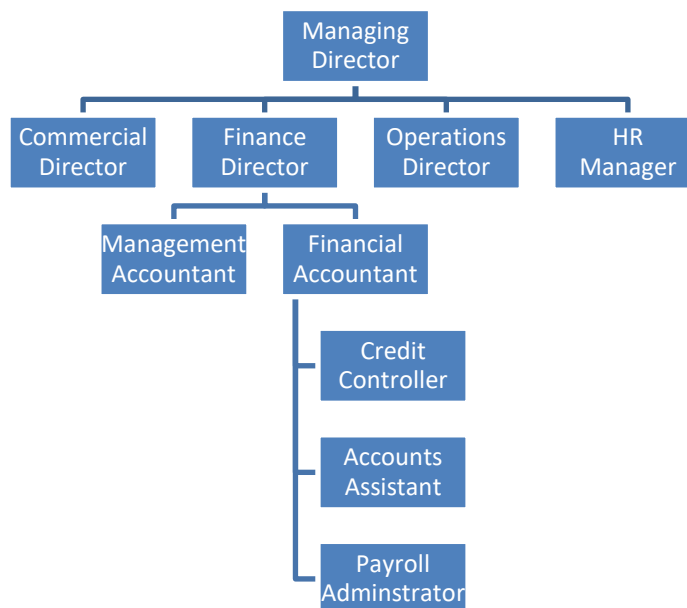
The job holder is a member of the Executive Committee, attends Board meetings and must provide leadership beyond his/her functional responsibility. In particular, the job holder provides expert guidance to the MD and Executive team and is a major contributor to the development and implementation of The Company's strategic plans.

The focus of the role is to lead the finance team to:

- Ensure full compliance with all relevant accounting standards, regulatory requirements and company accounting policies, procedures and standards

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- Ensure appropriate financial controls and safeguards are in place
 - Provide a comprehensive, best-in-class, finance service to the business including:
 - Rigorous analysis of the financial performance of the business
 - Expert insight into the key drivers of the “numbers”
 - Decision support and investment appraisal

The organisational structure for the finance team is as follows:



Key responsibilities:

Compliance:

- Ensure the Company complies fully with all relevant Accounting Standards, regulatory requirements and Company accounting policies, procedures and standards
- Ensure appropriate financial controls and safeguards are in place throughout the Company
- Ensure the Finance Team complies with all regulatory requirements, Company standards, policies and procedures, and Company values

Duties:

- Contribute to the development and delivery of the Company’s strategic plan
 - Lead the development of the Company’s annual budget/operating plan
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- Lead the development and delivery of the Finance functional plan and annual budget
- Provide expert analysis, guidance and advice to the MD, the Board, the Executive Team and the wider Management Team on all financial matters as required
- Implement appropriate financial controls and safeguards throughout the Company and monitor compliance regularly
- Provide a regular “compliance report” to the MD and the Board
- Plan the annual financial audit of the statutory accounts and support the Auditors, and the Audit committee, in the execution of their duties
- Continually monitor business performance against the budget. Provide monthly reports to the Exec Committee and bi-monthly reports to the Board
- Provide a re-forecast of the annual budget for the September Board Meeting or following any materially significant change
- Provide Finance support to the wider continuous improvement programme.
- Contribute to the development the Business-level KPI scorecard and lead the development, deployment and delivery of multi-level Finance KPIs and implement appropriate performance monitors and controls
- Manage the Company’s relationships with key financial/legal partners (in particular the financial auditors)

Develop Team:

- Ensure training and development plans, and succession plans, are in place and delivered
- Identify high potential colleagues and proactively seek opportunities to accelerate their development

5: Preferred Candidate Background

It is important that the Finance Director is suitably qualified, preferably with an accountancy degree and certainly with the relevant post graduate finance qualifications and membership of the appropriate professional bodies.

You will be required to demonstrate a minimum of 10 years in senior finance positions and have experience in the following:

- Commercial accounting, treasury, financial analysis and audit
 - Strong management experience of teams across accounting policies
 - Experience of financial strategy for company development
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- Knowledge of utilising a standard costing system to measure and monitor factory performance
 - Very analytical style with regards to complex operational figures
 - Experience from within a manufacturing business
 - Collaborative working style with a keen eye for managing results and performance

It would also be desirable for you to demonstrate:

- Previous board level experience
- Knowledge of a business due diligence process
- Involvement in an ERP programme
- Advance academic study e.g. MBA

6: Remuneration

The exact remuneration will be dependent on the level of experience and qualifications the successful candidates brings to the role.

There will be a competitive basic salary, car allowance and pension and, if required, there may some assistance available for relocation.

7: The Recruitment Process

The recruitment for this position is being managed by advising consultants, Livingston James. In the first instance interested candidates should contact, Ben Walker or Kirsty Sim at: benwalker@livingstonjames.com or kirstysim@livingstonjames.com or on 0131 220 2009

First stage interviews will be face to face or by Skype if geography makes the former prohibitive. The following stages will be with Paterson Arran at their offices in Livingston.

All third-party applications, enquiries and direct approaches to Paterson Arran will be referred to Livingston James.
