



Position Profile

Finance Director

Cooke Aquaculture



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1. The Company

Cooke Aquaculture Inc is a family-owned company based in Blacks Harbour, New Brunswick, Canada. Established in 1985, over the years the company has expanded its facilities, product lines and distribution network to become a fully-integrated corporation, with operations throughout the world. These include salmon farming operations in Atlantic Canada, the United States (Maine and Washington), Chile and Scotland, as well as seabass and sea bream farming operations in Spain.

Cooke Aquaculture Scotland is one of the UK's leading salmon producers with seawater salmon farms located in the Shetland and Orkney Islands. The strong tidal waters surrounding the islands make them the perfect place to rear the world's finest salmon.

Our freshwater sites are geographically spread in Argyll, Cumbria, Clackmannanshire, Shetland and Sutherland. Tucked into the natural beauty of the countryside, all sites operate with state-of-the-art technology for the perfect integration in their environment. Glasgow is our hub for logistics and sales, from the reception of the fish to distribution to markets around the world. The vertical integration of all these operations guarantee our customers the full traceability of all our fish. We have business support functions operating throughout the UK, from Cumbria to Shetland. Our UK Corporate Office is located in Bellshill, Glasgow and hosts a range of departments, such as finance, sales, supply chain, IT, technical, PR and environmental

Our company's success is driven by our dynamic, highly skilled, and innovative management team, supported by dedicated employees who live in coastal communities and contribute to the local area's economy and sense of community. We are committed to responsible and sustainable production and the delivery of high-quality products through several accreditations.

Our values tie us to the communities where we farm and to the people who work for us and make our success a reality.

- Community and Family
- Health and Safety
- Respect
- Accountability
- Quality
- Continuous Improvement and Growth
- Environmental Sustainability

For more information, please see the following video:
<https://www.youtube.com/watch?v=uhePytE2fUk>

2. Background to the Current Opportunity

We are now seeking a Finance Director to provide sound financial leadership for Cooke Aquaculture Scotland, as the current long-term Head of Finance is expected to retire in the second half of 2021.

We currently employ 360 staff, with the finance team operating across a number of sites including Bellshill, Cumbria, Orkney and Invergordon. This pivotal, senior appointment assumes financial, budgetary and leadership responsibility for the £150 million turnover business. This position represents an exceptional career opportunity for an ambitious, driven Chartered Accountant, who can provide sound financial stewardship to the operation and make a positive impact on strategic decision making.



3. The Role

Title: Finance Director
Reports to: Colin Blair, Managing Director
Location: Bellshill, Glasgow

The new appointee will have responsibility for developing a robust strategic approach on all financial matters with full P&L responsibility for the c£150m turnover business, delivered through a finance team of 12 located across 4 different sites. The role reports directly to Managing Director, with a dotted line into the Chief Accounting Officer based in Canada.

Key deliverables include:

- Form a close working relationship with the Managing Director and the wider Executive Team, playing a key part in the sustainability and expansion of the business through sound financial stewardship
- Lead and own the finance strategy to help optimise the company's financial performance and commercial position
- Take overall control of the company's accounting function, driving efficiencies and improvements to the financial service to the business and ensuring all Group deadlines are consistently achieved
- Contribute fully to the development of company strategy across all areas of the business, challenging assumptions and decision-making as appropriate and providing financial analysis and guidance on all activities, plans, targets and business drivers
- Ensure that company financial systems are robust, compliant and support current activities and future growth
- Lead and develop the finance team, ensuring it is fit for purpose as the business grows
- Ongoing development of the monthly board pack including the preparation and presentation of financial information, value-added commentary, KPIs and analysis to help the board understand better and improve the performance of the business
- Ensure budgeting processes are robust and engaged with all key stakeholders
- Involvement in acquisitions activities, especially with regard to ensuring the proper integration of acquired businesses and maximising their commercial return
- Take ultimate responsibility for the company cash management policies and performance
- Form opinion and evaluate impact of technical matters/disclosure and recommend appropriate policies to senior management
- Planning, overseeing and reviewing the preparation of monthly consolidated accounts and reports to the Board and Group
- Drive improvements in financial and management accounting processes, especially in relation to reducing the days required to produce month-end reporting
- Ensure the presence of robust financial controls and risk management frameworks are established for scrutiny by both internal and external audit
- Manage company policies regarding capital requirements, debt, taxation, as appropriate
- Establish a high level of credibility and manage strong working relationships with external parties including customers, suppliers, bankers and advisors
- Ensure all Insurances are up to date and appropriate (e.g. Company insurance, Death in Service scheme, etc.)

- Overview of all payroll matters (e.g. auto-enrolment, P60/P11d information, pensions, etc.)
- Company Secretarial duties



4. Preferred Candidate Background

Experience

- An experienced finance professional with a proven track record of success within a similar, challenging role
- A background working in a fast paced, complex and multi-site business environment
- Experienced in working with a Board, building their confidence in the reporting, financial models and processes/controls
- Willing to take ownership for driving performance across the business, seeking involvement and engagement in all value drivers appropriately
- A strong relationship builder who will challenge and collaborate internally and externally
- Extremely strong commercial acumen with the skills to input positively into commercial contracts, customer/supplier relationships and any other drivers that can boost financial performance
- A good strategic thinker who can execute key decisions in a balanced way, effectively assessing the risk versus opportunity equation
- Experience within the aquaculture/seafood industry, or broader FMCG sector, would be advantageous but not essential

Qualifications

- Degree qualified with a strong academic track record
- Professionally qualified accountant (CA, ACCA, ACMA) with PQE consummate with a role at this level of responsibility

Skills, Knowledge & Abilities

- Experience with IFRS (International Financial Reporting Standards) and UK GAAP essential
- Ability to develop high quality management information and financial analysis to better support operational and commercial decision making
- Knowledgeable on current accounting standards and any proposed changes that are applicable to the business
- Ability to demonstrate leadership, management, and development; and motivate a high performing and engaged team
- Be prepared to work outside of your comfort zone, give support and challenge others at all levels and take the time to fully understand the business, its markets, and customers
- Excellent stakeholder management skills: ability to engage effectively across diverse groups both internally and externally
- Ability to prioritise and adapt to workload
- Strong analytical, organisational and decision-making skills
- Excellent communication and problem-solving skills with an ability to influence key members of senior management
- Excellent communication skills, both written and verbal
- Ability to assess and drive business improvement projects
- Excellent IT skills, with a proven track record in optimising finance systems

Other Key Characteristics & Behaviours

- A natural leader who intuitively motivates teams and delegates appropriately
- High levels of drive and personal commitment to achieve success
- Remains calm when under pressure
- Commercially curious and relishes challenges
- Results driven with a respect for deadlines
- Anticipates stakeholder needs and adaptable to changing priorities
- Not afraid to challenge the status quo and evaluate/present alternatives as required
- Strong team player who engages positively with colleagues across locations and functions
- A willingness to be involved in the broader business initiatives and projects as required
- A positive fit with the Cooke Aquaculture culture, demonstrating excellent people skills and high levels of engagement and energy



5. Remuneration

We offer an excellent benefits package, including competitive salary, life insurance, bonus scheme, annual leave entitlement, generous company pension and salary sacrifice schemes.

6. The Recruitment Process

Interested candidates should contact Jacqui Paterson of Livingston James, our retained advisors, in the first instance: jacquipaterson@livingstonjames.com.

First stages will be managed by Livingston James before moving to interviews with relevant members of the Cooke Aquaculture team.

