

East of England Co-operative Society

Job Description: – Chief Financial Officer



Location	<i>Agile working policy Central support centre - Wherstead Park, Ipswich</i>
Reports to	<i>Chief Executive Officer</i>
Direct reports	<i>Financial Controller Reporting & Analysis manager Senior Pricing & Analysis Manager Taxation Manager Senior Management Accountant</i>

Job Purpose:

To help us on our journey to be the best at what we do in the East of England.

The prime purpose of this role is

- Develop a value-add business partnering culture between finance and our retail operations, to leverage data-driven insights, which will be crucial in shaping our success.
- Ensure we have the right financing strategy in place to grow and turbo charge our business
- Coach, inspire and motivate the Finance team, fostering a culture of quality, collaboration, and innovation.

We are committed to creating a world-class finance function, and we need a visionary CFO to lead the way. If you are a forward-thinking finance executive who thrives on challenges and is ready to make a difference, we invite you to join our team and be part of our journey toward excellence.

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Principal Accountabilities:

1. As a member of the Society's Senior leadership team (SLT), contribute to the execution and development of the Society's strategy, vision, mission, and objectives, helping to deliver an aligned commercial business approach.
2. To inspire and connect with colleagues at all levels, to instil a culture that is characterised by collaboration, continuous improvement, and a commitment to high performance.
3. To lead a data-centric team that fuels great business decisions. This includes assessing new store / branch opportunities, divestment of non-performing units and regular business reviews.
4. Generate business insights through data analytics and information visualization. Addressing unanswered business issues in a proactive manner. Raising growth opportunities and executable business actions.
5. Publish regular dashboards for different levels of the organisation to drive decision making. This includes support in ascertaining progress against key strategic goals, bringing to life the performance of business objectives and key performance indicators (KPIs) and metrics that influence decisions.
6. Develop and nurture talent, upskilling capability and contribute to the development of the next generation of leaders across the organisation, ensuring that they are supported and given every opportunity to flourish.
7. Ensure compliance with all external audit and tax compliance requirements, facilitating a seamless audit process and maintaining a strong control environment. This includes responsibility for overseeing the preparation and accuracy of the Society's Annual Report.
8. As part of the Senior leadership team, attend Society Board and relevant Governance meetings to provide business updates, propose capital expenditure and apprise the Board of any relevant risks or issues.
9. Actively promote and enhance the Society's reputation across the wider co-operative movement and externally with members, customers, colleagues, professional advisors', regional opinion formers etc.

Essential Skills, Knowledge & Experience

- Demonstrate a genuine empathy for the co-operative business model and its complexity, along with its culture, principles, and values.
- Success as a Data Storyteller - with technical and non-technical audiences across all levels of an organisation.
- Inspirational and inclusive leadership style, who brings experience of delivering positive change in an organisation of similar complexity to ours.
- Ability to coach, develop and grow a high performing and diverse team.
- Ability to collaborate cross functionally to make decisions that are right for the business.
- Experience of operating in a multi-site and multi-faceted operation
- Formal accountancy qualification (ACA, ACCA, CIMA, CIOT)
- Proven track record of budgeting experience, cost control, fostering efficiencies and ensuring value for money.
- Hands-on technical accounting capability demonstrated expertise in statutory reporting, and a proven track record in efficiently managing period-end close processes.
- Articulate, confident and convincing, able to contribute effectively at C Suite level.
- Excellent communication skills, both verbally and in writing, to effectively engage with internal and external stakeholders.
- Ability to plan and forecast strategic changes to overall directional multiyear plan and the potential impact upon the Business.
- Committed to innovation and fresh thinking.
- A team player with evidence of a collaborative approach and excellent stakeholder management skills
- Possess analytical and problem-solving skills to identify and resolve financial issues.

Desirable Skills, Knowledge & Experience:

- A strong understanding of the food retail sector and other industries in which we trade and ability to identify the key drivers of success.
- Experience of a membership organisation, or a brand with a strong loyalty scheme or 'customer community'.
- A strong background in governance and risk management, ensuring compliance with regulatory requirements and implementing effective risk mitigation strategies.

This job description is not exhaustive but outlines the key accountabilities for this role which may be subject to change according to the needs of the Society.

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Relevant information

People are at the heart of what we do and drive the success of our business. Our culture of connecting, creating opportunity and delivering excellence shape how we think, how we do things and how we help our people fulfil their potential. Your leadership skills as CFO will be key in influencing our Societies success.

We embrace diversity and actively seek to attract individuals with unique backgrounds and perspectives. We break down barriers and encourage collaboration, enabling innovation and rapid development of solutions that make a difference. Our workplace generates an enriching and rewarding experience for our people, members, and customers alike. Our vision is to build an inclusive culture in which everyone feels driven to reach their potential.

We know that real personal growth cannot be achieved by simply climbing a career ladder – which is why we encourage and enable a wealth of avenues and interesting opportunities for everyone to broaden and deepen their skills and expertise.

We are committed to supporting emotional, physical, financial, and societal wellbeing. Our tailored benefits are a key part of this commitment, and we offer colleagues a range of support from healthcare and retirement planning to paid volunteering days and consumer discounts.

We also make reasonable accommodations for applicants and employees with disabilities. If an accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please make your recruiter aware, we want to ensure you perform at your best.