

FINANCE MANAGER/FINANCIAL CONTROLLER

We have big ambitions as an agency. Our vision is to be the **best specialist drinks agency in the world** - and to get there, we need financial clarity and commercial insight at the heart of our business.

We're looking for a **Finance Manager / Financial Controller (Hybrid role)** to **own the finance function end-to-end**. This role blends hands-on financial control with commercial partnering: you'll ensure our finances are rock solid, reporting is accurate and insightful, and leadership has the data needed to make bold, confident decisions.

You'll report directly to the Managing Director, working closely with the senior team as a trusted partner. This is a rare chance to step beyond "back-office finance" and play a pivotal role in shaping the future of a creative agency with global ambitions.



FINANCIAL CONTROL & OPERATIONS

- Own day-to-day finance processes (AP/AR, payroll, expenses, reconciliations, cashflow)
- Lead the month-end process, including revenue and cost recognition, accruals/deferrals, and balance sheet reviews
- Ensure timely and accurate invoicing, payments, and collections
- Manage cashflow monitoring, forecasting, and problem-solving
- Oversee payment runs and banking processes
- Maintain compliance with VAT, corporation tax, and payroll taxes
- Support preparation of statutory accounts and ensure all reporting deadlines are met

COMMERCIAL FINANCE AND INSIGHT

- Partner with the MD and leadership team, providing financial insight that drives strategic decision-making
- Build and maintain live reporting dashboards: budgets vs. actuals, client/project profitability, and variance analysis
- Support commercial planning: resource allocation, project budgets, and cost tracking.
- Lead forecasting and annual budgeting processes, ensuring alignment with growth targets
- Develop financial models to evaluate scenarios (new hires, new markets, investment decisions)
- Provide proactive recommendations to improve profitability and efficiency
- Manage foreign exchange and international finance operations, ensuring optimal structures across two offices

COMMERCIAL

- Regularly review and improve financial systems, processes, and reporting tools
- Introduce best practices for financial management suited to a scaling creative agency
- Act as the agency’s “financial conscience” — ensuring we invest wisely, manage costs effectively, and maintain control as we grow



REQUIREMENTS

Professionally qualified accountant (ACA, ACCA, CIMA, or equivalent)

Proven experience as a Finance Manager, Controller, or hybrid role, ideally within a creative, design, or professional services agency

Experience managing P&Ls across multiple offices highly valued

Strong analytical skills: able to turn numbers into actionable insight

Commercial mindset: more than reporting — you challenge assumptions and drive smarter decisions

Proficiency with Xero and strong Excel/Google Sheets modelling skills

Excellent communicator, confident working closely with senior leadership

Organised, detail-driven, and proactive - you don't just report the numbers, you make them work harder for the business

WHAT WE OFFER

- Competitive salary (£45,000–£65,000 DOE) + benefits
- Hybrid working, with flexibility and autonomy
- Contributory pension
- Enhanced annual leave entitlement of 36 days
- Enhanced family leave policies
- Private health care
- Access to our external coaching platform Sanctus Coaching
- Bonus of £1000 for each successful staff recruitment referral
- A pivotal role in a fast-growing, ambitious agency