

FINANCIAL CONTROLLER

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We are Thirst. Creative partners to the world's most ambitious beverage brands.

We have big ambitions as a business. Our vision is to become the best specialist drinks agency in the world - and building a strong, commercially disciplined and financially intelligent business is central to that ambition.

We are entering a new phase of growth, with a clear strategy focused on US expansion, scaling our capabilities, and building a more predictable, sustainable business model.

This role is critical to making that happen.



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THE ROLE

This is a hands-on role at the centre of Thirst, responsible for accurate reporting, strong cash control and commercially healthy projects.

You will own the day-to-day finance function, partnering with the Operations Director and leadership team to strengthen forecasting, protect margin and support confident decisions.

Thirst is a fast-moving, entrepreneurial and project-based agency. You will bring rigour and structure without unnecessary bureaucracy.

Location: UK
Reports to: Operations Director
Working pattern: Hybrid/Remote

EXPERIENCE

You may already be an established Financial Controller or an experienced Finance Manager ready to step up and take full ownership within an ambitious agency or professional services business.

We're looking for:

- A professionally qualified accountant — ACA, ACCA, CIMA or equivalent
- Strong financial control and management accounting experience, ideally within a creative agency, consultancy or project-based services business
- Strong understanding of project accounting, WIP, revenue recognition and project profitability
- Experience leading month-end, budgeting, rolling forecasts and cashflow management
- Strong systems capability, ideally including Xero and advanced Excel or Google Sheets
- Confidence translating financial data into clear actions for senior and non-finance stakeholders
- A practical, proactive approach, with the ability to move between detailed delivery and commercial conversations
- Experience of multi-entity or international operations is advantageous

If you do not meet every requirement but feel excited about the role, we still encourage you to apply.

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WHAT YOU'LL DO

Financial Control & Reporting
Own the financial foundations of the business.

- Lead month-end and produce accurate, timely management accounts across the P&L, balance sheet and cashflow
- Own revenue and cost recognition, WIP, accruals, deferrals and reconciliations
- Ensure bookkeeping, AP, AR, payroll and expenses are accurate and completed on time
- Coordinate statutory accounts and tax compliance, ensuring all deadlines are met and working effectively with external advisers
- Maintain clear, proportionate financial controls and documented processes

The numbers are accurate, timely and reliable.

Cashflow, Working Capital & Compliance

Keep cash visible and under control.

- Maintain rolling cashflow and working-capital forecasts
- Drive timely invoicing and active debt collection
- Manage payment schedules, banking and day-to-day multi-entity and foreign-currency requirements
- Maintain visibility and control of supplier commitments, overheads, subscriptions, insurance renewals and upcoming obligations
- Identify cash and working-capital risks early and recommend action

Cash is managed proactively, with no avoidable surprises.

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WHAT YOU'LL DO

Project & Commercial Finance

Protect project margin through strong financial visibility and discipline.

- Partner with Operations, Client Services, Production and discipline leads to ensure project finances are actively managed from setup to close
- Maintain clear visibility of project budgets, fee burn, WIP, external costs, margin and forecast-to-complete
- Identify overruns, unbilled revenue, write-offs and margin risks early, agreeing corrective action with teams
- Improve discipline around timesheets, purchase orders, scope changes, billing milestones and project closure
- Support pricing, scoping and resourcing decisions with clear financial analysis
- Build commercial understanding and accountability across project teams

Projects are commercially controlled and margin is protected from start to finish.

Planning, Forecasting & Insight

Give leadership a clear view of performance and what comes next.

- Lead the annual budget and rolling forecast process with strategic input provided from the Leadership Team
- Connect pipeline, revenue, resourcing, overheads and cash into one reliable business forecast
- Turn monthly results into concise performance reporting across revenue, gross margin, project profitability, utilisation, overheads and cash, with clear variance analysis and recommended actions
- Build practical financial models for hiring, investment and growth decisions
- Partner with the Operations Director to improve financial and project data, systems and reporting
- Translate the numbers into clear insight, challenge assumptions constructively and help leadership act earlier

Leadership understands what is happening, what is likely to happen next and where action is needed.

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HOW YOU'LL WORK

You will act as a trusted, practical partner across the business, working closely with:

- **Operations Director** — on day-to-day priorities, forecasting, business performance, systems and processes
- **CEO and Senior Leadership Team** — on monthly reporting, business outlook and key decisions
- **Client Services, Production and discipline leads** — on project budgets, resourcing, billing and margin
- **External partners and advisers** — including accountants, tax specialists, payroll providers, banks and insurers

You will move comfortably between the detail and the bigger picture, taking ownership, communicating clearly and solving problems at pace.



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SUCCESS IN THIS ROLE MEANS...

- The finance function runs accurately, efficiently and with strong, proportionate controls
- Leadership has a reliable forward view of revenue, profit, cash and risk
- Project performance, WIP and margin risks are visible early and actively managed
- Working capital is controlled through timely invoicing, collections and cash management
- Systems, reporting and processes support the business as it grows
- Finance is seen as a responsive, commercially useful partner that improves decision-making across the business

KPIs

- Accurate and timely month-end reporting
- Reliable three-to-six-month financial and cashflow visibility
- Forecast accuracy and clear variance reporting
- Timely invoicing and control of overdue debt
- Clear visibility and active management of project margin, WIP and write-offs
- Delivery of all tax, payroll and statutory requirements



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HOW WE WORK AT THIRST

*At Thirst we care about how we work together just as much as the work we create. **These are the principles that guide how we collaborate as a team.***

We value people who:

- Communicate openly and respectfully
- Take ownership and follow through on commitments
- Support teammates and collaborate across disciplines
- Stay calm and solutions-focused when challenges arise
- Care about quality and attention to detail

We believe great work comes from different perspectives, experiences and ways of thinking. We are committed to building a team where people feel respected, supported and able to contribute their ideas.

We welcome applications from people of all backgrounds and experiences.



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