**About the role**

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| **Role**  Commercial Accountant | **Location and hours**  Bristol, 35 hours, minimum three days in the office |
| **Band**  Senior Expert | **Salary**  Competitive |
| **What you’ll be doing**  This newly created role is an exciting chance to bring broad commercial and management accounting experience to the team.  You will help to design and deliver financial support and services on core elements of our customer and product journey. (In Life Customer Services, Vehicle Remarketing and Solutions, Specialised Vehicles), including:   * monthly financial performance reporting and review * planning (budgeting, forecasting) * analysis and modelling of commercial agreements * performance analytics using BI (or as appropriate) * partnering for business owners/budget holders & business cases * ad hoc analysis for tactical and strategic workstreams   You will ensure that:   * costs are correctly and fully accounted for in the period * robust financial data is produced for control and decision making; providing support in understanding and actioning * cause and effect through commercial agreements and operational activity/decisions to financial results is verified and understood by owners. This will then be reflected in actuals, outlooks, modelling and business cases * end-to-end financial processes are intact and robust (key controls are satisfied incl. invoice verification and related reconciliations, data governance and control, carrying values in GLs verified, completeness of financial reporting) * red threads exist through commercial rates, operating activities, transactional services, monthly TB and P&L, reporting, analysis, forecasting, modelling and business cases   We are adapting to increasing demands for faster, more frequent and detailed financial reporting. Therefore, the team are becoming ever more data and analytics driven so you will be immersed in an environment of continuous improvement and change. In support of this, you will be proactive in reviewing ways of working, proposing improvements and applying changes to processes. You will have the chance to engage with experts across multiple areas of MO that cross different industries and disciplines. | |
| **About you**  You have a strong track record in commercial finance, management accounting and partnering activities and are experienced in working with commercial agreement ‘red threads’ across end-to-end financial processes. You can translate commercial agreements (including complex risk/reward models) into financial models and business cases.  You are highly competent at analysing and reporting (micro and macro levels) financial results and outlooks based on commercial agreements and operating metrics (KPIs, trends, benchmarks, baselines et al) and data.  You have formidable analytical and mathematical skills with a passion for problem solving and are adept at fact checking commercial and operational data and information against financial results to pinpoint cause and effect and provide ‘the story’ behind the numbers.  You are self-motivated, proactive and innovative, with the ability to work autonomously towards tight deadlines and prioritise workloads, handling multiple responsibilities simultaneously without compromising accuracy.  You successfully build enduring relationships across all levels and departments of the business and have a successful track record of working with commercial and operations teams.  You pay excellent attention to detail and have a strong working knowledge of key controls, data risk management and transactional services processes and controls.  You accurately calculate and confidently present complex financial information, insights and recommendations in a concise and understandable way to a wide range of stakeholders. You have experience of working with BI tools and defining statements of requirements for BI teams.  You are adaptable to changes in the business environment and in translating changing circumstances and strategies into financial information. You are motivated to continually evolve and improve processes and outputs. | |
| **Minimum criteria**   * Qualified Accountant * Extensive experience with a range of finance and BI apps * Advanced excel   Preferred:   * Oracle/OAS * Modelling tools * Experience of working in large, complex, agile, matrix organisations   **Who you’ll be working with** | |
| You will be part of the Strategy & Planning (S&P) team, reporting to the Finance Transformation Manager. You will interface with Financial Planning & Analysis, Finance Operations, Financial Reporting & Tax, Finance Business Partners and Analysts, Data & Analytics teams. Your key stakeholders are S&P x Exec Focal Points. | |
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| **We’re Motability Operations** | |
| **About us** We’re the company behind the Motability Scheme. We exist to deliver smart, sustainable solutions that improve our customers’ mobility in a fast-changing world. We’re the UK’s largest car leasing company and we help over 750,000 people get on the road.  We employ over 1800 people, across London, Bristol, Edinburgh, and Coalville. We know our people are key to our success, so we aim to create an environment that allows our employees to flourish. We look for highly motivated people with a combination of commercial sense and real enthusiasm to meet our customers' needs. | |
| **What we do**  We lease a wide range of tailored mobility solutions to people who receive of one of the Government’s qualifying mobility allowances. Our customers choose a car, Wheelchair Accessible Vehicle (WAV), scooter or powered wheelchair that best suits their needs. We take care of their insurance, breakdown, servicing and more, as part of our worry-free package.  At the end of the lease, our customers can exchange their vehicle for a brand-new model. Each year we sell and move around 200,000 cars. This makes us the largest supplier of single-source vehicles back into the used car market.  The Scheme has been providing affordable, worry-free motoring for over 45 years. We pride ourselves on delivering outstanding customer service, with an independent customer satisfaction rating of 9.6 out of 10. | |
| **How we work**  We work in a hybrid way. That means remotely for up to two days each week and in our great office spaces the rest of the time. This gives us a good work/life balance and lets us collaborate and deliver for our customers. [Visit our website](https://www.motabilityoperations.co.uk/careers/) to find out more.  We do our best to accommodate part-time and flexible working requests, where possible, to build on our culture of trust, empowerment, and flexibility.  **Our beliefs and values**  We believe in building a diverse workforce, where our people are empowered to attend work as their true selves. We encourage people from all backgrounds to apply.  We want to sustain a nurturing culture. And our people to be rewarded equally, regardless of race, national or ethnic origin, sexual orientation, age, disability, or gender.  Our values are at the heart of everything we do:   * We believe no one should be left behind à We find solutions * We believe we must take the lead à We drive change * We believe everything starts with the customer à We care | |
| **What we can offer you**   |  |  | | --- | --- | |  | **Pay**: competitive salary, with a yearly discretionary bonus, based on your performance | |  | **Holiday**: 28 days, and you can buy and sell days | |  | **Pension**: 15% non-contributory pension (9% during probation) | |  | **Health and wellbeing**: Private Medical Insurance cover available for all employees and free health screenings for over 50s. Life assurance at four times your basic salary, to give you ~~a~~ peace of mind. Free access to healthcare apps like Peppy, Unmind, and Aviva Digital GP. Mental Health Allies and an Employee Assistance Programme | |  | **Development**: A library of internal training on our myLearn platform | |  | **Family friendly**: We have competitive family leave policies | |  | **Diversity and inclusion**: We embrace the diversity of our people and empower them to come to work as their true selves. We want them to flourish and be rewarded equally. We have Employee Network Groups, and we pride ourselves on being inclusive and all our offices have first-rate disability access | |  | **Helping our community**: One volunteering day each year, and access to volunteering platform Neighbourly | |  | **Schemes**: Car Benefit Scheme for electric and hybrid cars. This means you can lease a brand-new electric or plug-in hybrid car, with insurance and more, for a fixed monthly amount. Cycle to Work Scheme. Employee Discount Scheme, to save money across lots of retailers | |  | **Other, voluntary benefits**: charitable giving, critical illness insurance, dental insurance, health and cancer screenings for you and your partner, discounted gym memberships and season ticket loans, free fresh fruit and snacks in the office | | |