**About the role**

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| **Role**Financial Reporting Manager | **Location and hours**Bristol, 35 hours, three days in the office |
| **Band**Leadership**Reporting to**Head of Financial Reporting & Tax | **Salary**Up to £90,000, plus benefits |
| **What you’ll be doing**This Financial Reporting Manager position provides an exciting opportunity to play a leading role in our friendly, high-performing Financial Reporting & Tax team in Bristol.In this role, you will be leading a dedicated and professional Financial Reporting team to produce top-calibre Annual Reports & Accounts and Half Year Financial Reports for Motability Operations Group (MO). You will also be responsible for the team’s delivery of a timely, efficient and robustly-controlled month-end ledger close process and insightful financial analysis of MO’s monthly financial performance. In addition, you will help drive the business forward by supporting change initiatives and responding to queries from internal and external stakeholders, including MO’s auditors. **Core responsibilities associated with the role will include the following:*** Line management of MO’s Financial Reporting team. This will involve task management as well as performance management; supporting the team’s learning and development aspirations; and initiating constructive two-way feedback aimed at bringing about continuous development of staff and of MO as an employer of choice.
* Planning and delivery of MO’s Annual Report & Accounts and Half Year Financial Report within designated timescales, ensuring compliance with all applicable accounting standards. This will require the development of excellent working relationships with a range of internal and external stakeholders.
* Playing a leading role in support of MO’s half-yearly external audits and any internal audits requiring the team’s support.
* Leading the Financial Reporting team to deliver a fast and robustly-controlled monthly accounting ledger close process, which will include the review of associated journals, controls and reconciliations.
* Owning the Group consolidation model and Chart of Accounts, updating both as and when required.
* Producing insightful, value-add analytical review of MO’s financial performance and position to inform decision-making by the Executive Committee. Working collaboratively with colleagues to gain an understanding of any significant variances to forecast results.
* Attending and contributing to various forums as MO’s Financial Reporting representative, providing financial updates and analysis as required.
* Providing accurate, well-researched accounting and financial reporting guidance to the business; responding to ad hoc queries from internal and external stakeholders on a timely basis; and supporting change initiatives as required to help drive the business forward.
* Deputising for the Financial Reporting Manager as may be required from time to time. This may involve, for example, representing the Financial Reporting & Tax team at various internal forums; liaising with internal or external stakeholders; or supporting the production of MO Committee papers.
* Proactively seeking opportunities for continuous improvement of MO’s accounting and reporting processes and outputs.
* Proactive identification of upcoming developments in financial reporting standards and best practice guidelines; assessment of the impact of such on MO; engagement with key internal stakeholders affected; and ensuring that MO implements an appropriate response on a timely basis.
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| **About you**You’ll be passionate and confident in producing accurate financial information within expected timescales. You will have a high sense of personal responsibility and a welcoming approach to new ideas and questions. You’ll have strong time-management and people-management skills and the ability to oversee complex tasks whilst maximising productivity and paying attention to detail. Excellent people skills and effective communication are also key to the role and the team.  |
| **Minimum criteria*** Appropriate Accounting qualification (e.g. ACA / CIMA or equivalent) with significant PQE
* Demonstrable understanding of International Financial Reporting Standards (IFRS)
* Strong mathematical, analytical and problem-solving skills
* Excellent written and verbal communication skills
* Demonstrate the ability to lead a team carrying out a variety of activities within strict deadlines
* Experience in working with colleagues at all levels from across the business, adapting communication approach to ensure the stakeholders have a clear understanding
* Experience in communicating complex financial information to a wide range of audiences
* Excellent Microsoft Office suite skills & advanced MS Excel skills. Experience of using Oracle or similar accounting ledger system
* Presentation skills
* Ability to remain calm and assured under pressure, dealing with issues as they arise with high levels of integrity and professionalism
* Positive and enthusiastic with a “can-do” attitude
* Takes ownership and accepts responsibility
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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*
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| **What we can offer you**

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|  | **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. |

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