**About the role**

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| **Role**Finance Business Partner(Commercial Operations) | **Location and hours**Bristol, 35 hours, three days a week in the office, minimum |
| **Band**Senior Expert |  |
| **What you’ll be doing**Reporting (functionally) into the Strategy and Planning Director you will provide strategic, commercial and technical advice to the senior leadership team for the Commercial Division, leading on financial performance reporting and providing insight to support (and review) key management decisions/investments.The Commercial Division operate our remarketing and refurbishment programmes with annual turnover approaching £4billion. Maximising revenue for our end of contract vehicles is a critical (and very commercial) element of our business operation. It is easiest to think of your role as ‘Finance Director’ for the Commercial Division, leading financial oversight/analysis as you will be representing Finance as a member of the Divisional Senior Leadership Team, attending (as a member) relevant Divisional Boards.* Lead finance contact for the Divisional Executive and Senior Leadership Team to provide in depth analysis, interpretation and advice around their key operations, decision-making and performance across the Divisional Income Statement(s).
* Challenge efficiency/effectiveness of resource expenditure and investment and ensure there are robust processes for review and performance analysis – with clear measurable outcomes and objectives to measure success
* Own the P&L for your business area ensuring reporting, and historical trends are reported, understood and used in investment discussions and decisions
* Pro-actively get involved in business engagements that will provide you with more insight and knowledge to broaden your understanding of the overall business delivery and not just the financials. This should ensure there is context around your numbers to provide better analysis.
* Attend Divisional Boards, Owners Groups or any other business meetings as required to represent Finance and provide updates of performance ensuring business areas are well informed from a finance perspective. Play a key role in the quarterly business reviews (to CEO and CFO).
* Own the budget and forecasting processes for your area.
* Keep up to date with external factors that may affect your areas financial performance or accounting approach.
* All financial controls, policy, governance and accounting treatment within your area will be your responsibility.
* Play a key role in ensuring the broader Business Partnering team is continually evolving to meet the needs of Finance and the wider business.
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| **About you*** You will be a self-starter and can prioritise tasks effectively, confident to independently manage workload and role development.
* You possess excellent interpersonal skills and can build relationships, influence and communicate effectively with senior management.
* You take pride in providing a ‘first-class service’ to your stakeholders – this will require you to quickly and effectively interpret requirements, prioritise delivery when necessary. You will have excellent attention to detail with strong analytical skills
* You have experience of working to multiple deadlines, seeking ways to improve process efficiency and utilising others (in Finance or more broadly) to support delivery.
* Composed under pressure and experience of managing in challenging and pressured circumstances.
* A proactive and positive change agent, capable of challenging status quo thinking/processes to drive continuous improvements across all aspects of the function and more broadly across the company
* You are supportive leader across the finance function, championing the development of teams and individuals to the benefit of company and career progression. A collaborative team player

**Who you’ll be working with**Though reporting to the (Finance) Strategy & Planning Director you will have a ‘dotted line’ into the Chief Commercial Officer and work effectively across the Commercial Senior Leadership Team. You will work collaboratively with the broader Finance division and other Business Partner teams (particularly HR and Risk) |
| **Minimum criteria*** Qualified Accountant, +3yrs PQE and experience in a Business Partner role
* Expert in using Excel (reporting, financial modelling) and general proficiency across normal suite of Microsoft products.
* Excellent written/oral communication skills for reports and presentations
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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 850,000 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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