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| ROLE PROFILE | | | |
| Job title | Finance Manager | Date | July 2025 |
| Business | Samworth Brothers - Meals | | |
| Department | Finance | | |
| Location | Leicester | | |
| ROLE SUMMARY | | | |
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| We have a need for a qualified and experienced Finance Manager to join Samworth Brothers - Meals. The role sits on the Management Leadership Team on the Saladworks site (which employs c 800 people) and reports directly to the Finance team (Head of Operations Finance), with a dotted line into the Site Director.  The Finance Manager at Saladworks will act as the key business partner working alongside the operational management team, help to deliver strong financial disciplines, and commercial & operational challenge to drive sustainable improvement in financial performance.  The role is one of a true business partner, using financial knowledge and disciplines to drive improved understanding of the Meals performance, and challenge for continuous improvement. Strong analytical skills, as well as the capability to influence ‘up & over’ are key requisites for success in this role. | | | |
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| REPORTING STRUCTURE | | | |
| Reports to | Head of Operations Finance | | |
| Direct Reports | 2 | | |
| Key internal stakeholders | Site Leadership Team, Operational and Commercial Managers within the business. Meals & Group Finance. Group Procurement. SB Shared Service Centre | | |
| Key external stakeholders | BDO, Coleby’s, Locktons | | |
| KEY ACCOUNTABILITIES AND RESPONSIBILITIES | | | |
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| * Compile, challenge and reconcile Budgeting, Forecasting and Period end processes (Saladworks). * Drive an improvement culture, measuring/monitoring and advising on major site initiatives. * Support and challenge Saladworks Overhead and Labour control. * Challenge and support the costing process including standards review, working in conjunction with the Commercial Finance team. * Conduct ad hoc investigation & analysis work, as required to assist in. * Provide leadership for key Saladworks projects. * Identification, measurement & tracking of PIPs. * Maintain a strong working relationship with the site MLT, in particular the Site Director, along with all other functional managers in the business. | | | |
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| QUALIFICATIONS, EXPERIENCE, TECHNICAL SKILLS / KNOWLEDGE | | | |
| The ideal candidate will; | | | |
| -          be a qualified accountant; | | | |
| -          have a background in a manufacturing and/or FMCG business; | | | |
| -          be able to demonstrate expertise in all aspects of manufacturing and commercial finance, with ability to challenge performance and work with management teams to achieve continuous improvement. | | | |
| * have experience of and be the catalyst for the delivery of business improvement projects; | | | |
| -          demonstrate the ability to influence others at all levels in the Group. | | | |
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| CORE COMPETENCIES, ATTRIBUTES & BEHAVIOURS FOR SUCCESS | | | |
| **Competency** | **Descriptors** | | |
| Values People | *Demonstrates the belief that people are our most important asset and central to the success of the Organisation. Creates a culture where everybody body is treated with dignity and respect at all times and diversity of thought is encouraged.* | | |
| Customer Focus | *Demonstrates the understanding that the satisfaction of our internal and external customers is the foundation of our success.* | | |
| Collaborative Team working | *Demonstrates the ability to influence, persuade and collaborate across the Samworth Brothers Business and Group Functions to sustainable profitable growth for the Group* | | |
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| Flexibility & adaptability | *The ability to change and adapt own behaviour or work procedures when there is a change in the work environment.* | | |  |
| People Management | *Demonstrates good emotional intelligence with the ability to build, develop and lead a great team and to understand people and their motivations, build good relationships with them and help them unlock their potential* | | |  |
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| Commercial Awareness | *Demonstrates an understanding of the Commercial impact decisions and actions have on the Organisation in line with People, Quality, Profit and Federalism.* | | |  |
| Engaging others through change | *Outstanding communicator; generating genuine motivation and commitment to deliver change.* | | |  |
| Focusing on the future | *Demonstrates enthusiasm about our future by identifying strategic issues, opportunities to drive sustainable, profitable growth, and managing risk.* | | |  |
| Developing Partnerships | *The ability to establish formal and informal relationships inside and outside the organisation, and to anticipate and balance the needs of all stakeholders whose cooperation is needed for the long-term success of the business.* | | |  |
| Decision making & Judgement | *Demonstrates the ability to deal with complexity and make timely and informed decisions that consider the facts, goals, constraints and risks that keep the Organisation moving forward in line with People, Quality Profit and Federalism.* | | |  |