

# Financial Controller

## Job Summary:

The Financial Controller works alongside the Executive Director and Senior Management Team to ensure the continued growth and secure financial health of the business. They provide expert financial guidance and hold overall responsibility for the financial strategy to deliver the business objectives. They ensure the effective management of capital budgets, debt and working capital position, IT and accounting systems and compliance with all legislative and audit requirements. They provide strategic and financial guidance and support.

## Main Duties:

- Contribute towards the strategic business planning, operational and financial planning and execution
- Lead and manage all areas of responsibility within the organisation, fostering a culture of excellence
- Agree and deliver the annual financial plan, monitor performance and report in line with company policy
- Establish and maintain excellent relationships with all stakeholders, organisations and customers
- Overall control of the accounting systems and processes, ensuring they are robust, compliant and effective.
- Develop and control the annual operating budget to ensure financial targets are achieved within statutory compliance and regulations

## Competencies (Behavioural):

- Ability to work collaboratively under pressure with strong problem-solving attitude and approach
- Leadership and management skills, customer focussed with excellent communication skills
- Ability to challenge assumptions and provide analytical feedback
- Highly motivated, organised, hardworking professional always operating with tact, diplomacy and compassion
- Integrity, honesty, a strong work ethic and effective time management.

## Core Skills:

- Commercial acumen
- Financial acumen
- Business management operational skills
- Innovative with growth mindset
- Agile working
- Community engagement fostering corporate social impact and responsibility
- Confident, respectful and effective communication including with the press
- Able to build strong effective relationships
- Ability to lead, manage, develop and enhance team performance
- Establish and promote an inclusive work-based culture respecting BHA Values and Code of Conduct
- Understanding of the structure of the British Horseracing Industry, Rules, Regulations, Guidelines and Stakeholders
- Understanding of relevant BHA Rules and Instructions including SOPs, BHAGIs and BHAOPs
- Technically competent user of technology including MS Office and Accounting packages
- Regulatory requirements of Employment Law, BHA and Industry Regulations and priorities, Health & Safety Legislation, policy and practice.

**Education:**

- Educated to degree level or above or demonstrable extensive business or industry experience
- ACA or equivalent accounting qualification

**Experience:**

- Significant extensive business experience in senior management or leadership role

**Availability:**

- Full-time or Part-time roles – may be combined with other roles including General Manager or Executive Director

**Working Conditions:**

- Extensive travel regionally and nationally as required (dependent upon employer)
- Possible Travel and attendance at race meetings on weekdays, evenings, weekends and bank holidays
- Collaborative environment with mentoring and support from experienced colleagues through training
- Significant opportunities for continued professional development and growth

**Pay and Benefits:**

- Salary commensurate with accreditation, experience and responsibility.
- Employed: Pension scheme, Holiday Pay, Life and Sickness Cover with Accommodation and travel expenses reimbursed.



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