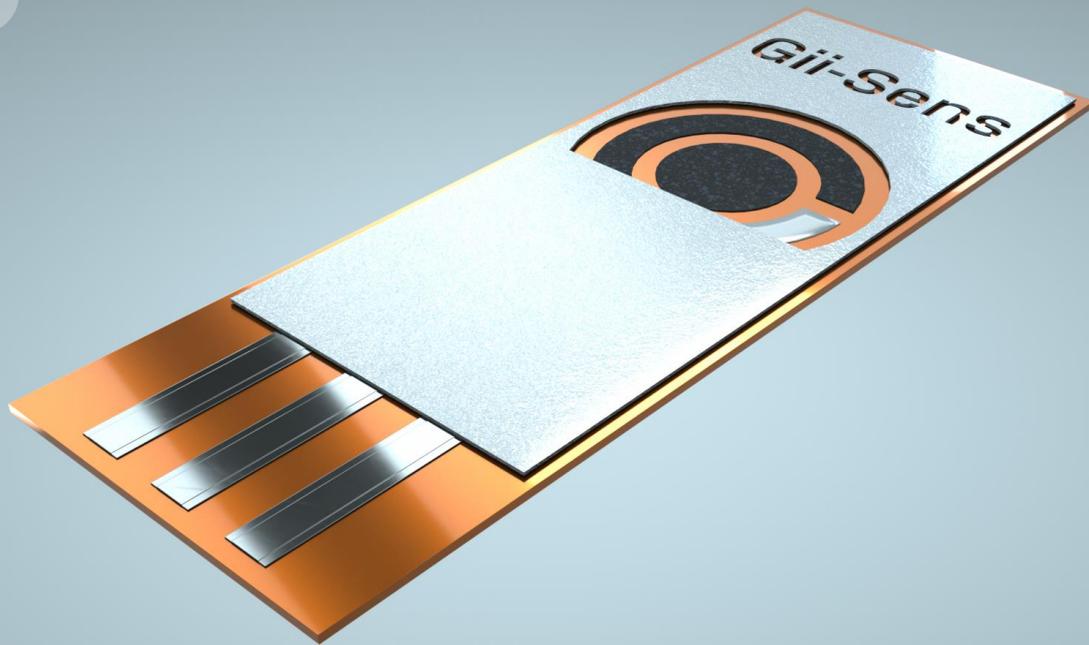




Livingston James



Integrated Graphene.

POSITION PROFILE

Finance Director



The Organisation	3
The Opportunity	4
The Role	5
Preferred Candidate Profile	7
Remuneration & The Recruitment Process	8





Integrated Graphene, operating under holding company RD GroupCo Ltd, is a key component supplier (advanced materials) who has invented, patented and commercialised a revolutionary design for manufacture process to produce high performing pure 3D Graphene Foam, Gii, on any surface, in seconds. Integrated Graphene tailors and enhances graphene for specific applications to enable disruptive manufacturers across industries to increase their market share by offering significantly better, graphene enhanced products.

Based in Stirling, Integrated Graphene has been scaling up production following the completion of a £3.1m round of investment led by Edinburgh-based business angel syndicate, Archangels. The company has since launched Gii-Sens with plans to have three – four more new products to market before the end of 2021, generating projected revenues of c£1.5m. Integrated Graphene plans to double turnover in 2022 and grow the team further from the current base of c30-35 employees.

Integrated Graphene has several contracts with human diagnostics customers already, but the applications for graphene are numerous and may take the business into other markets such as energy storage amongst others. The market opportunity is significant with the worldwide graphene application market estimated to be worth beyond US\$1trn by 2025.

Given the recent investment and projected growth, Integrated Graphene is now looking to recruit a Finance Director to support the CEO and Founder, Claus Marquardt, and work closely with the current board of directors, senior leadership team and investors.

You can learn more here: <https://www.integratedgraphene.com/>





With Integrated Graphene reaching this stage of growth, the company has decided to introduce a commercially minded Finance Director to the senior leadership team to work on key strategic initiatives, support future fundraising activities and develop a professional finance infrastructure to enable further growth and diversification.

The Finance Director will be responsible for the financial stewardship and success of the company through the provision of proactive financial planning, advice, and, as part of the senior leadership team, support key decision making. In addition, it is likely that the Finance Director will play a key role in future fundraising activities as well as having overall responsibility with other business support and governance functions such as insurance, legal and company secretarial.

The preference is to attract a high calibre finance leader with a background in fast-growth, manufacturing, services and IP scale-up businesses. In particular, there is a desire to secure a Finance Director experienced in financing manufacturing assets, as well as establishing the systems, processes and finance team required to support the company as it continues to grow. Most importantly, however, is that the Finance Director has a proactive mindset and is able to operate at pace and inspire the team to deliver high quality results on a consistent basis.

Whilst the technical expertise required to ensure success is incredibly important, the position demands a Finance Director with a mindset towards change, who is hugely capable, energetic and embraces innovation in a fast paced, high growth environment. Although a strategic role, it is important that the Finance Director possesses a "can-do" attitude and can be involved in the detail as and when required.

The view is to recruit a senior Financial Controller moving into their first number one role, or a current Finance Director seeking a better opportunity. With either option, it is key that the individual has the ambition, skills and experience to grow with the business and shares the same passion for Integrated Graphene as the rest of the team. With that comes the reward of being a key member and potential equity participant in one of Scotland's most exciting and innovative businesses.



Title:	Finance Director
Reports to:	Claus Marquardt, CEO & Founder
Location:	Stirling, Scotland

The Finance Director will be an integral member of the senior leadership team.

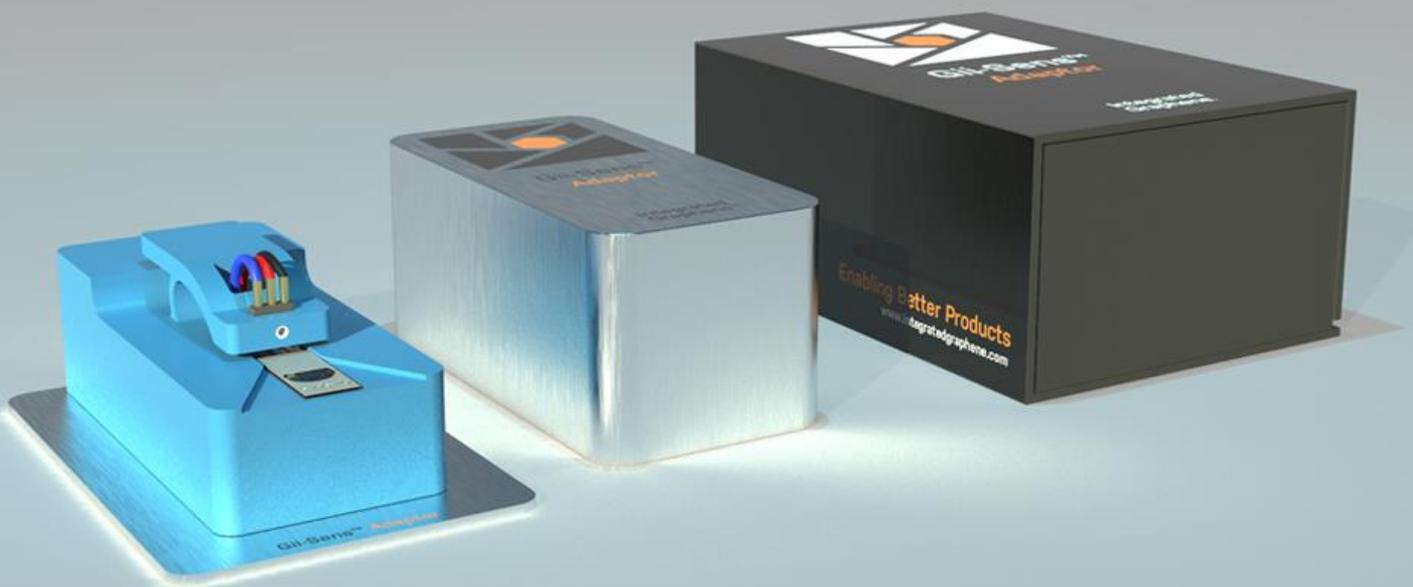
Key responsibilities will include (but are not limited to):

- Lead the finance and business support function and proactively look for, suggest, model, and implement aspects most beneficial for the business
- Choose and implement the best business finance (pre-ERP) system to support growth and ease integration of the various business functions over time based on priority





- Actively contribute to the company's budgetary planning, monitor cash flow, accounts, and other financial transactions producing meaningful MI as a result
- Ensure that all the company's financial practices are in line in statutory regulations and legislations
- Supervise financial assistants and other employees in the facilitation of day-to-day operations, including tracking financial data, invoicing, payroll, etc.
- Prepare official reports on a monthly and annual basis and present these to the board. Prepare ad hoc recommendations to help colleagues make good decisions
- Seek out methods and practices to minimise financial risk and maximise cash flow and cash generation (e.g. asset finance of manufacturing equipment)
- Utilise project-based accounting, bill-of-materials, and other manufacturing-related accounting practices to develop appropriate control and reporting systems, policies, and procedures
- Create and maintain relationships with service providers and contractors, including banking institutions and external accountants





The Finance Director position requires a professionally qualified, high-calibre accountant who possesses a proactive and commercial approach to financial management and a genuine desire to drive sustainable value. The role requires a range of leadership and stakeholder management skills, along with the ability to build and motivate a high performing team.

The individual should be strategically focused but also very “hands-on” to ensure the creation of a finance infrastructure and accurate delivery of financial information, especially in the short term as the business scales. It is preferred that the individual will have operated in another entrepreneurial business undergoing rapid growth and possess a deep-rooted excitement for leaving their mark on one of the most exciting start-ups of this decade.

Key Requirements:

- An experienced, commercial and appropriately qualified finance professional with a proven track record of success within a similar, challenging role
- Degree qualified with a professional accounting qualification (ACA, ACCA, ACMA, etc.)
- Track record of delivering operational change in a high-growth organisation, from defining the strategy/requirements through to successful delivery
- Strong commercial acumen with demonstrable experience in driving margin alongside the ability to input positively into commercial contracts, customer/supplier relationships and any other drivers that can boost financial performance
- Experienced in working with investors, building their confidence in the reporting, financial models and processes/controls
- Willing to take ownership for driving performance across all areas of the business, seeking involvement and engagement in all value drivers appropriately
- Strong working capital and cash management experience
- Systems and process orientated, with a mindset geared towards implementing technology solutions across the business to drive positive change
- Strong leadership capability with a genuine focus on developing people

Personal Characteristics:

- High degree of emotional intelligence and team centred ethos, being able to work effectively with people at all levels both within and outside of the company
- A positive fit with the Integrated Graphene culture which is entrepreneurial and informal in nature; capable of maintaining this unique culture while the business grows and develops
- The ability to challenge the Boards’ thinking, acting as a sounding board
- A logical thinker with the ability to break down problems to find solutions
- A willingness and a desire to work hard to achieve substantial growth and, therefore, attractive rewards
- Extremely resilient character with the ability to deal with constant change and regular new challenges
- Committed, energetic, adaptable and innovative



An attractive financial package is available commensurate with background and experience required for the role. In addition to a competitive salary, 33 days annual leave (statutory days included) and pension, you will work within a collaborative and social team focused on delivering results.

You will be a valued member of the senior team with the potential to shape the strategy, influence decision making and contribute across the organisation. Board position and share options are anticipated following a successful integration and contribution.

Depending on your qualification, location and preference, hybrid or remote working optional.

For more information on remuneration please contact Mark Lewis at Livingston James.

Contact details are as follows;
T: 07738 732776 or E: marklewis@livingstonjames.com



The Recruitment Process

First stage interviews will be conducted by retained consultant, Mark Lewis of Livingston James.

Shortlisted candidates will be invited to interview with Claus Marquardt and other member of the senior leadership team. Subsequent stages will be communicated by Livingston James through the process.

All third-party applications, enquiries and direct approaches to Integrated Graphene will be referred to Livingston James.