



Livingston James



**TILlicOUNTRY  
QUARRIES**

POSITION PROFILE

Finance Director



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Established in 1931 by RW Menzies at Craigfoot Quarry in Tillicoultry, Tillicoultry Quarries identified the need for construction materials to be supplied to the local market. Now, 90 years on, the business is one of the largest suppliers of quarry materials in Scotland and has developed a reputation for quality products and service excellence.

Tillicoultry Quarries is family owned and people driven. The company continues to grow, building on its successes, and transforming the supply and delivery of aggregates and other construction material through its investments in plant, equipment and people.

From its small beginnings in Craigfoot Quarry, the business now operates at over 32 sites throughout Central Scotland, the Northeast of England and East Anglia. As a family business they have a clear focus on their people. They have a committed and engaged team of over 300 employees working in a variety of different roles delivering a unique combination of quality materials and service excellence for their customers.

Integrated within its quarrying operations are eight coating plants and 15 concrete plants, which can produce materials to the highest required specification for large volume motorway construction projects through to small volume private works. No matter the volume of materials required, Tillicoultry Quarries ensures that every customer receives high quality products to their particular specification, delivered with service excellence.

Being family owned and people driven, investment does not stop at plant and machinery for Tillicoultry Quarries. They believe successful businesses need highly qualified, dedicated and professional people. The business continually invests in its work force, with over 90% of their team having achieved SVQ Level 2 or higher. They value their people who are truly dedicated to the business, with the average length of service being well over a decade.

Over the last decade, the business has been highly acquisitive, resulting in significant growth and turnover now in the region of £90 million. In addition, the business remained robust and profitable through the pandemic, with profit and turnover both growing during this period.

You can learn more, click here: [www.tillicoultryquarries.com](http://www.tillicoultryquarries.com)





Given the current size of the business and with potential opportunities to grow further, Tillicoultry Quarries has been investing in the accounting function and is now considering the recruitment of their first Finance Director to be part of the Senior Management Team. The role will be based at the Head Office at Tulliallan, Kincardine on Forth, where the business is investing in a new state of the art facility that is due to open in September 2022.

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 Management Team, supporting key commercial decision making. Specifically, there is a requirement for more insightful management information, robust business planning/cashflow forecasting, and the ongoing development of the finance team, systems and processes to meet business needs. In addition, there is a requirement for supporting the Board with financial strategy, especially in relation to the assessment and analysis of new business opportunities, potential acquisition and capital investment decisions.

Although this is a senior role, it is important that the Finance Director possesses a “can-do” attitude and can be involved in the detail as and when required given the team is relatively small. Currently, in place is an Accounts Manager, a Management Accountant and four accounts administrators as part of the Head Office finance team at Tulliallan.

Tillicoultry Quarries is seeking to attract a commercially focused, astute Finance Director who will be a strong fit with the positive family culture and values that have been developed over a number of generations. In particular, there is a desire to secure a finance leader who has positive attitude to a broad range of responsibilities and possesses a down to earth approach when interacting with people at all levels across the organisation. Also, the Finance Director should be proactive in nature and able to encourage the team to deliver high quality results on a consistent basis to the Board and Senior Management Team.

While the technical expertise required to ensure success is incredibly important, the position also demands a Finance Director who can act as a change agent, is hugely capable and energetic, and embraces innovation in a fast paced, high growth environment.

This position represents an exceptional career opportunity for an ambitious, driven finance professional, who can provide sound financial stewardship to an entrepreneurial family business and make a positive impact on its future success.



<b>Title:</b>	Finance Director
<b>Reports to:</b>	Wallace Menzies, Director
<b>Location:</b>	Tulliallan, Kincardine on Forth, Scotland

The Finance Director will be an integral member of the Senior Management Team and report to the Executive Board.

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

- Form a close working relationship with the Board and other senior managers, playing a key part in the sustainability and expansion of the business through sound financial stewardship
- Lead and own the finance strategy to help optimise the company's financial performance and commercial position
- Contribute fully to the development of company strategy across all areas of the business, challenging assumptions and decision-making as appropriate and providing financial analysis and guidance on all activities, plans, targets and business drivers
- Significant involvement in the assessment and due diligence of any future acquisitions, disposals or other new business opportunities as they arise
- Overall management of the company's accounting function
- Lead the development of current financial systems (Navision), ensuring they are robust, compliant and support current activities and future growth
- Ongoing development of monthly reporting including the preparation and presentation of financial information, value-added commentary, KPIs and analysis to help the Senior Management Team better understand and improve business performance
- Ensure budgeting and forecasting processes are carried out and reviewed in conjunction with the Directors and other key stakeholders
- Take ultimate responsibility for the company cash management policies and performance
- Ensure that robust processes exist for capital expenditure requests
- Form opinion and evaluate the impact of technical financial and legal regulations and standards, recommending appropriate approaches and policies to senior management
- Planning, overseeing and reviewing the preparation of monthly consolidated accounts and reports to the Executive Board
- Ensure the presence of robust financial controls and risk management frameworks
- Management of corporation tax, payroll, VAT, etc. in conjunction with external advisors as and when required
- Establish a high level of credibility and manage strong working relationships with external parties including customers, suppliers, bankers and advisors
- Ensure all Insurances are up to date and appropriate (e.g., Company insurance, etc.)
- Company Secretarial duties



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 preference is for an individual who has operated in another entrepreneurial business undergoing growth and geographical expansion.

## Key Requirements:

- An experienced, commercial and appropriately qualified finance professional with a proven track record of success within a similarly challenging role
- A dynamic, driven and proactive leader who thrives in a high growth, entrepreneurial environment
- 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 a senior team, 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
- A strong relationship builder who will challenge and collaborate internally and externally
- A positive fit with the Tillicoultry Quarries culture which is entrepreneurial and informal in nature; capable of maintaining this unique culture while the business grows and develops
- 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



A very attractive financial package is available to the successful individual and will be commensurate with the background and experience required for the role.

It should be noted that due to the nature of the business, there is a requirement to be on site full-time, unless by exception.

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](mailto: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 Wallace Menzies (Director), Sophia Westerhuis (HR Manager) and other members of the Senior Management team.

Subsequent stages will be communicated by Livingston James throughout the process.

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