



POSITION PROFILE

Chief Financial Officer



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Rangers Football Club is a football club based in Glasgow, Scotland. Formed in 1872, it is one of the world's longest established and most successful clubs, having won 55 League titles, 34 Scottish Cups, 27 League Cups and the European Cup Winners' Cup in 1972. This collection of titles and cups makes Rangers the most successful club in the world, and it is currently the 9<sup>th</sup> strongest football brand according to the YouGov UK Brand Index.

Playing at the 50,987 seat Ibrox Stadium and benefitting from the world-class 37-acre training facility, the Club has been a dominant force in Scottish football for decades. The Club benefits from a famously loyal support and the high volume of season tickets (47,000) is the foundation of the top 19 best attendance in Europe. It is estimated that Rangers has a global fanbase of 3.4m, half of which reside in the UK.

At the heart of Rangers Football Club are supporters and communities. To this end, in 2001 the Rangers Charity Foundation was created to be a force for good on behalf of the Rangers family, showing compassion to those in need, tackling inequalities and creating opportunities for people of all ages to change their lives for the better.

The history, facilities and ambition of Rangers are such that the Club remains a desirable destination for foreign and domestic players alike. In recent years, there has been an increased focus on developing the global network, broadcast footprint, digital media and partnership programme to take the Rangers brand into new and exciting markets.

From a financial standpoint, in the year to June 2022, Rangers generated revenues of £86.8m (up 82% from the previous year) and a £5.9m operating profit. A key highlight was the generation of £28.4m of commercial revenues which was a significant increase on the previous record of £15.2m. It is expected that revenues to June 2023 will be at a similar level. Continued investment in the squad and infrastructure projects remains a key priority.

From a leadership perspective, it was announced in April 2023 that James Bisgrove, currently Commercial and Marketing Director, will become the Club's new Chief Executive Officer on 31<sup>st</sup> July 2023.

More information on Rangers Football Club can be found on their website - [www.rangers.co.uk](http://www.rangers.co.uk).





The Chief Financial Officer (CFO) is a senior leadership role, reporting to the Chief Executive Officer. The CFO will influence business model changes and input into the creation of the strategic agenda, streamline current processes through process change and business intelligence initiatives and create a robust business framework to allow for future growth.

The CFO will deliver value through dynamic modelling, planning and analysis for senior management and the board to inform strategic-level decision-making, while keenly overseeing the overall accounting process.

Rangers Football Club is an international brand with complexity of revenue streams across ticketing/hospitality, commercial partnerships, European competitions and the trading of players. As such, this role requires an individual capable of understanding these complexities, managing multiple stakeholders and supporting the successful delivery of new commercial opportunities while controlling cashflow and costs.





## Key Responsibilities & Specific Accountabilities:

- Direct responsibility for accounting, finance, forecasting and strategic planning.
- Responsibility of overseeing the financial, administrative and risk management operations of the business.
- Primary responsibility for planning, implementing, managing and controlling all financial-related activities, including the development of financial and operational strategies.
- Provide leadership and direction to the finance team to ensure the Club meets all its financial obligations.
- Maintenance of cashflow model and financial planning.
- Cashflow management and projections.
- Ensure the finance team is cross functional and collaborative to maximise knowledge and capabilities across the finance team.
- Ensure the finance function is fit for purpose to support both current and future activities.
- Monitor and control the financial performance of all aspects of the Club including:
  - Monthly management accounts & period end finance report
  - Budgets and forecasts
  - Budgetary controls and analysis and introduce improvements where necessary
- Oversee, monitor and advise on the reporting of financial and operational performance against budgets and forecasts.
- Preparation of management accounts on a monthly basis, internal reporting of detail to department managers.
- Review current processes and systems and direct the required changes to ensure seamless planning and analysis of data across the business.
- In conjunction with the wider business, review the current data sources and make recommendations to standardise the data infrastructure across the business.
- Create user friendly analysed data to inform strategic decision making for senior management and the Board.
- Identify and implement performance improvement and cost rationalisation measures for the Club.
- Review all operational performance and implement the required changes to create a streamlined and dynamic financial offering.
- Preparation of statutory accounts for Football Club Group and subsidiaries.
- Ensure compliance with Statutory reporting requirements, Group Reporting requirements and FCA/regulatory requirements.
- Ensure the Club continues to operate within the parameters of the UEFA Financial Fair Play requirements.
- Ensure adherence to all audit processes.
- Oversee completion of Tax Computations, VAT computations, HMRC year end reporting and all other fiscal requirements.





- Period end close, ensure control of subsystem interface and balance sheet reconciliation.
- Maintenance of all internal controls.
- Oversee the following areas of transactional processing:
  - General Ledger
  - Sales ledger
  - Purchase Ledger
  - Payroll
- Collection and payment cycles on sales and purchase ledgers.
- Routine maintenance of Banking function and ongoing contact with Company Bankers.
- Preparation of Insurance returns and all other administrative tasks of that nature.
- Management and performance of confidential projects for the Board.
- All other ad-hoc tasks requested by the Board of Directors or from elsewhere in the business/group.





This role requires an ambitious and driven finance professional who has a proven track record of success in financial leadership roles and who can operate effectively as the 'right hand' to the Chief Executive Officer.

Strategic vision, sound commercial thinking and strong technical expertise will be crucial, as well as the ability to build trust with key stakeholders both within and outside of the Club. The role requires an engaging individual, capable of inspiring direct reports and engendering confidence from the Board and external investors/advisors.

There is a preference for candidates who are equally comfortable in operating at Board level and being 'hands-on' in the implementation of improved systems, processes, management information and the development of a business partnering focused finance department.

Candidates must be professionally qualified with a recognised accounting body such as ICAS, ICAEW, CIMA, ACCA or CIPFA.

Although sector experience is not a pre-requisite, a background within sport or associated industries (e.g. retail, hospitality, leisure, etc.) would be preferable. However, of greatest importance is that candidates have worked in complex and commercially focused organisations, ideally with numerous revenue streams, where they will have been tasked with supporting and challenging multiple stakeholders, both internally and externally.

## Key Skills, Experience & Personal Attributes:

- Proven track record of working in a dynamic, forward-thinking, and proactive finance department.
- Experience working within a finance leadership role and developing a high-performance team.
- Ability to communicate effectively and interpret complex financial information to ensure it can be used by a range of stakeholders to make informed decisions.
- Excellent leadership and team management skills.
- Good working knowledge of finance systems for all accounting functions.
- Demonstrable process change management experience.
- Strong problem-solving and ability to make decisions based on accurate and timely analysis.
- Commercially astute, articulate, technically strong, dynamic, insightful and influential leader with the ability to operate at both strategic and operational levels.
- Ability to handle high levels of pressure and critical decision-making.
- High integrity and openness combined with a commitment to good governance.
- Energetic, highly motivated, with an enquiring mind and passion for excellence and innovation in pursuit of business growth and success.





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

For more information on remuneration or the role itself please contact Mark Lewis or Kirsty Sim at Livingston James.



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## The Recruitment Process

Initial interviews are with our retained advisors at Livingston James.

First stages will be with the Commercial & Marketing Director, Managing Director and Head of HR.

Second and final stages are likely to involve the Chairman and other members of the Executive team.

Interviews will be carried out both in person and virtually as required and as is practical.

