

FINANCE DIRECTOR

Candidate Information Pack

CONTENTS

The Company	3
The Role	6
Preferred Candidate Background	9
Remuneration	10
Recruitment Process	10



THE COMPANY

Founded in 2016 and backed by Private Equity in 2023, Realise Energy Services (Realise) is a specialist engineering services business which maintains a large portfolio of onshore wind turbines across the UK via the provision of remote monitoring, and scheduled and reactive maintenance and inspection services. These services are underpinned by long term contracts and are required to keep the turbines in peak operational performance. Realise also undertakes some non-contracted maintenance services, installation, and re-powering services.

Realise is headquartered in Perth, Scotland, and has regional hubs in Northern Ireland and England. This geographic spread allows for first class service across a UK wide client base. The business employs 15 skilled technicians supported by other group functions.

The turbines serviced by Realise are 'medium'-sized onshore wind turbines, typically ranging from 100 to 1,000kW in size. The main OEMs of turbines serviced by Realise are Vestas and Wind Technik Nord. Realise's core offering is the planned preventative maintenance of turbines on a six-monthly basis, and 24/7 remote monitoring from the Perth HQ utilising sensors on the turbines.

Realise has expanded its offering to cover 'supplementary services' spanning the life of each turbine from construction to decommissioning. Such services include the sale and supply of turbines and equipment, turbine re-powering, and project management.

The business is led by founders, Sheridan Jenkins (CEO) and Mark Jennison (CCO), who have led the business since inception and have been instrumental in the historical organic and acquisitive growth. A highly successful chair has joined the business as part of the growth plan following Rockpool's investment. He has significant experience as a successful chair and CEO of private equity backed engineering services businesses.

The business has received Private Equity backing from Rockpool - a lower mid-market private equity investor which has invested over £650 million into UK based businesses since 2013 and invests around £60 million annually. They are specialists in buy and build investments and have an excellent recent track record.

Rockpool will support the next phase of growth which will incorporate a defined acquisition strategy, with Realise having made two acquisitions historically, whilst also supporting Realise with their ambition to treble EBITDA in the next 5 years on an organic basis.



More information can be found
on our website:

<https://www.realise-energy.co.uk/>



THE ROLE

Finance Director

Reports to: Managing Director

Location: Perth, Scotland

In preparation for growth, Realise is now looking to appoint a new Finance Director (FD). This is a business-critical role which will be instrumental in the evolution of the business. The role requires a strategic thinker and proactive operator who is capable of delivering more than just financial reporting. The FD will take an interest in understanding the end-to-end business and will help to identify and develop strategies to maximise revenue and profit growth.

The FD will work closely with the wider senior management team, Board and Investors to ensure the business is able to continue on this growth path.

THE ROLE

Key Responsibilities:

Strategic

- Provide sound strategic and financial information to the Board, including commercial insight and judgement on day-to-day decisions and future investments to ensure the long-term profitability of the business
- Provide financial leadership, optimising the company's financial performance whilst working with the management team to create financial budgets and corresponding business plans for the strategic growth and development of the Company
- 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
- Play a key role in all corporate finance and acquisition activity with relevant responsibilities including the management of capital requirements, debt, equity, covenant management, taxation and the provision of KPI information to support the acquisition strategy

Preparation and reporting

- Creation of robust board packs for Realise and its subsidiaries including the preparation and presentation of financial information, value-added commentary and analysis to help the board better understand and improve the performance of the business. This includes financial modelling, KPI reporting and management
- Accountable for monthly and quarterly reporting on both an individual and consolidated basis; creating and tracking progress on P&L, cashflow and balance sheet forecasts, job costings and budgets and analysing project expenditure against revenue
- Maintain sundry other registers such as deferred income calculations and oversee strong stock control reconciliation for company and its subsidiaries

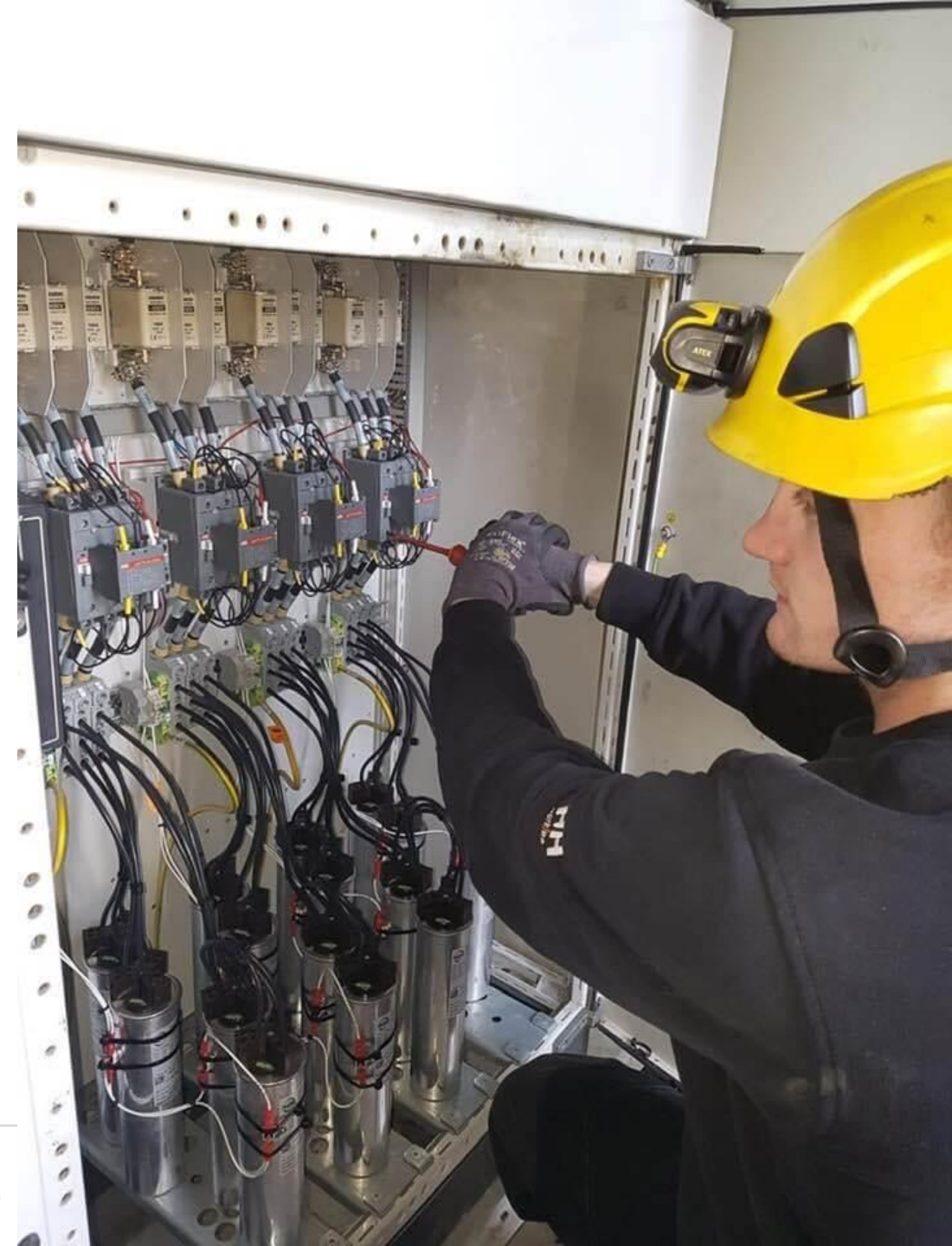


THE ROLE

Key Responsibilities:

Management

- Accountable for the finance function, working closely with the Accounts Assistant on internal controls, consolidation, financial process optimisation, consistency in management reporting, forecasting, annual budgeting, new asset integration, supplier payment management, payroll processes etc.
- Oversee day to day accounts administration to ensure streamlined processes and timely administration. These include but are not limited to data entry, daily cash book reconciliations, purchase, and sales ledger reconciliation along with sales invoicing and purchase orders
- Be responsible for the company cash management policies and performance and implement a strong credit control function - management of accounts payable / receivables and carry out debt control within credit terms
- Ensure that the regulatory requirements of all statutory bodies are met
- Work with external consultants to collate information for HMRC R&D claims
- Explore opportunities for grant funding opportunities and applications
- Oversee office administration and contracts including business insurances, energy, waste, council etc are up to date and cost effective
- Keep up to date with relevant financial legislation



PREFERRED CANDIDATE BACKGROUND

This role requires an experienced finance professional with strong technical ability.

The successful candidate will have a firm understanding of the dynamics of a small, but rapidly growing business with clear ambitions to grow both organically and through acquisition to significantly increase in size.

Experience of working alongside private equity would be beneficial, as would experience within the business services industry.

The role requires an entrepreneurial, commercially minded individual who is keen to have a significant impact on the business by playing their part in achieving substantial growth.

The successful professional must also be prepared to roll their sleeves up to truly understand what makes the business great and to make recommendations on how best to run the finance function.

Key Skills, Experience & Personal Attributes

- Experienced qualified accountant (ACA, CA, ACCA, or equivalent)
- Proven experience in a senior Finance role, ideally in a similarly sized or larger business
- Board experience working with PE-backed businesses is beneficial
- Project accounting experience would be advantageous
- Experience of having worked in a business services environment would be preferable
- Understanding of the requirements/level of board reporting required
- Experience working in an acquisitive, multi-site business
- A strategic mindset, linking operational KPIs to financial data and MI
- Strong stakeholder management
- Leadership and people management experience
- First-class communication skills and the ability to build effective relationships at all levels
- Good understanding of the complexities associated with business integration/buy and build
- Open and responsive to change
- Can work hard in a fast-paced environment
- Willing to challenge the status quo where appropriate
- Ability to both roll sleeves up and operate at a strategic level
- Real enthusiasm to see the business succeed
- Humble and self-aware



FURTHER INFORMATION

Remuneration

An 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 Sophie Randles or Kirsty Mclardy at Livingston James.



Recruitment Process

The search and selection process of this assignment is being managed by advising consultant, Sophie Randles, Director at Livingston James.

Selected professionals will then be invited to interview with selected shareholders and stakeholders. There will be three stages to this process. If requested, psychometric assessment will be utilised through the process for which additional guidance will be provided.

All third-party applications, enquiries and direct approaches to Realise Energy Services will be referred to Livingston James.

Sophie Randles, Director

T: 07432 480922

E: sophierandles@livingstonjames.com



Kirsty Mclardy, Head of Research

T: 07538 799711

E: kirstymclardy@livingstonjames.com



