

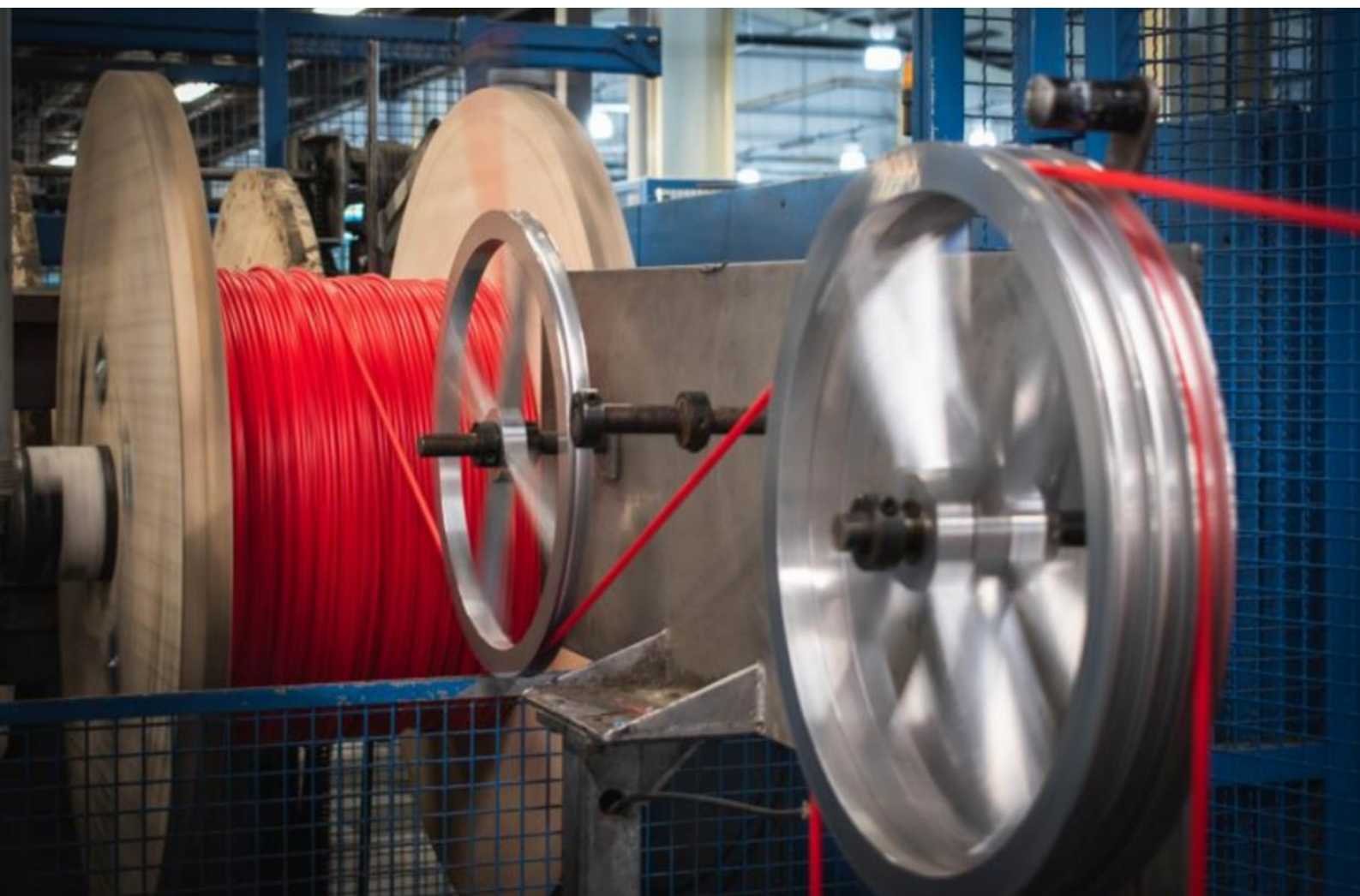


POSITION PROFILE

UK Finance Director



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Headquartered in Scotland with investment from overseas sources, Emtelle is a British manufacturing success story that has consistently sat at the cutting edge of manufacturing innovation and excellence. The business has a strong growth profile with 2022 revenues at c€425m. Emtelle is known globally as an innovator and outlier in an industry where commoditisation is a reality for most manufacturers. They were the first business to refine blown fibre optic tubing and have continued to innovate in line with the digital tidal wave that demands ever-increasing infrastructure capability.

Emtelle runs a sophisticated manufacturing operation producing complex innovative systems for customers in a matter of weeks as opposed to months or years. The business employs c800 people globally and has manufacturing capability across seven sites as well as additional sales locations across the world serving customers in over 100 countries.

The UK is the primary revenue engine for Emtelle, building on a 20-year legacy of consistent high-quality solution delivery to major telecoms providers such as BT and Virgin Media. Emtelle will continue to grow and innovate in the UK, however the business has pursued an aggressive international M&A and direct investment programme which is now well established and making significant in-roads in global markets.

The unique combination of solving customer challenges through innovation and then delivering against those newly created solutions has proved to be a potent, high-margin business for Emtelle. Emtelle's solution offering is diverse, covering multiple market segments and sectors. It is best known as the global leader in blown fibre and ducted network solutions but is also highly successful in sectors including drainage, power and ITS for the highway and rail sectors. Emtelle's manufacturing knowledge, track record, international capability and industry awards place them in an exceptional position to capitalise on the continuing digital trend.

In 2022, Emtelle invested in its first factory in the US and has put the finishing touches to this 300,000-square-foot manufacturing site in Fletcher, North Carolina, from where it plans to significantly build its position across North America.

In 2023, Emtelle signed an agreement to build and establish one of the world's largest factories for the manufacture of fibre optic ducting and pre-connectorised solutions in Abu Dhabi. Investing around \$50m, the agreement is build-to-suit, in partnership with Khalifa Economic Zones Abu Dhabi – KEZAD Group. This should allow Emtelle to boost its presence in key markets including the UAE, Egypt, Jordan, Morocco, Iraq, and Oman, as well as the Philippines, Thailand, Indonesia, Australia and New Zealand.

In 2024, Emtelle completed the acquisition of Ridgemount Technologies, offering further opportunity in the connector space and creating a closer link between Emtelle and our customers. The acquisition also allows for product enhancement and a pipeline of future products.



Emtelle's core values:

- ⊗ Excellence
- ⊗ Innovation
- ⊗ Empowerment
- ⊗ Teamwork
- ⊗ Integrity
- ⊗ Respect

For more information, please visit Emtelle's website: <http://www.emtelle.com>.





Position Title:	UK Finance Director Director
Reports to:	Group CFO
Location:	Hawick, Scotland

Emtelle UK remains the largest component of the Group, with turnover more than doubling in the last five years. As the business continues to grow its operations globally and its reach by entering into new markets and new territories, it is critical the right structure is in place in each location of the Group to drive performance and support the Senior Management Team in delivering the strategy and objectives.

Thus, Emtelle is looking to add to the existing strength of the Finance Leadership Team with the appointment of a highly technical and commercially astute UK Finance Director (UK FD). As a key member of the UK regional management team, the successful candidate will embed themselves into the team to drive business performance through effective leadership and interpretation of the results.

The UK FD will help to drive business performance through strong leadership and devising, reporting and monitoring of key metrics to meet the strategic requirements of the business.

Key Accountabilities:

- ⊗ Leadership, development and mentoring of the UK Finance team to become extremely high performing
- ⊗ Further develop the robust controls framework and month-end processes, producing high quality management information and commentary
- ⊗ Provide insightful analysis to explain variances to budget/forecast, informing key actions and decision making
- ⊗ Work closely with the Group Financial Controller to ensure regulatory requirements are met for annual reporting and compliance
- ⊗ Regularly review and design internal controls to mitigate financial risk
- ⊗ Develop and improve ERP system and standard costing systems to add value across all operations
- ⊗ Responsibility for regulatory compliance including annual audit, statutory accounts for UK entities and tax compliance
- ⊗ Contributing strongly to key decisions of the Senior Management Team across all aspects of the business



Responsibilities:

Risk and Control

- ⊗ Instil a culture of wellbeing, continuous improvement and responsiveness to internal and external customers to achieve an ethos which:
 - drives change and performance by influencing the senior management team through sound financial arguments
 - drives KPI's to ensure that the Finance department and all projects are delivered on cost and on time to the highest quality standards
 - offers professional judgement on financial matters and advises on ways of improving business performance
- ⊗ Regularly review and, if appropriate, design internal controls to mitigate financial risk and ensure they are fit for purpose and operate as intended.
- ⊗ Regularly review standard costing rates with insightful variance analysis reporting
- ⊗ Ensure CAPEX is properly monitored, managed and reported.
- ⊗ Managing the annual Year-End processes
- ⊗ Ensure regulatory requirements are met for annual reporting and compliance
- ⊗ Manage risk register for the function
- ⊗ Manage insurance process to ensure maximise recovery

Reporting & Management

- ⊗ Ownership of Monthly, Quarterly and Annual Management Information reporting including P&L, Balance Sheets and Cash Flow
- ⊗ Ownership and co-ordination of forecast, budget and plan in accordance with Group requirements
- ⊗ Provide insightful analysis to explain variances to budget / forecast which informs key actions and decision making
- ⊗ Understanding and influencing the drivers of performance that positively impact the top and bottom line
- ⊗ Developing and maintaining budgets/forecasts for monthly, quarterly and annual periods in relation to the P&L, cash flow and capex
- ⊗ Managing payment and collection processes – full working capital cycle
- ⊗ Developing and tracking of financial performance measures, operational and quality KPIs
- ⊗ Performance management and development of finance team
- ⊗ Working with supply chain to ensure optimal inventory holding
- ⊗ Working with the UK regional management team to drive all aspects of the UK's financial performance



Systems and Process Improvement

- ⊗ Champion for the Group ERP system and embrace business change to improve processes and performance
- ⊗ Identifying opportunities and executing finance transformation projects to improve financial systems and processes
- ⊗ Providing proactive, insightful and high-quality analysis to support key decision making

Culture, Team Development & Teamwork:

- ⊗ **Team Leadership:** Build and lead a high-performing UK Finance team. Provide mentoring, coaching, and professional development opportunities. Foster a culture of innovation, collaboration, and excellence
- ⊗ Drive change through visible leadership with high levels of integrity
- ⊗ Manage change and transition with positivity and resilience
- ⊗ Understand your team, their different personalities, training needs, talents and capability
- ⊗ Conduct regular team meetings and 1:1 sessions with your direct reports
- ⊗ Identify high potential employees in your team for succession planning purposes
- ⊗ Bring Emtelle's values to life through showcasing exemplary behaviours and challenging unacceptable responses
- ⊗ Ensure all actions are ethical and respect is shown at all levels including employees, contractors, supply chain, and customers
- ⊗ Ensure all actions are ethical and respect is shown at all levels including to employees, contractors, supply chain, and customers



Education, Experience & Skills:

The UK FD will be a fully qualified accountant, who is driven and ambitious, and looking to add value in a successful, growing business.

Candidates should be operationally involved and focused on leading change in the organisation. The role requires a highly motivated individual with excellent attention to detail and outstanding organisational and communication skills.

Experience within, and a thorough understanding of, the manufacturing industry will be critical.

- ⊗ Fully qualified accountant
- ⊗ A positive, proactive individual who takes ownership of their role and team, with the drive and ambition to progress both themselves and Emtelle
- ⊗ Passionate about understanding the business drivers and what the numbers mean
- ⊗ Previous experience of leading a finance team in a senior finance role – must have experience of manufacturing or a similar environment with exposure to costing
- ⊗ Knowledge of a range of IT finance platforms, processes, systems architecture and integrated systems solutions (ERP/MRP) – (the Group uses SAP S/4 HANA)
- ⊗ A proven track record of delivering and managing a P&L
- ⊗ Experience in developing management reports and application of business intelligence tools
- ⊗ Excellent communication and stakeholder management skills, with the gravitas and credibility to communicate key financial information and make relevant commentary to a range of stakeholders
- ⊗ Ability to work to tight deadlines, prioritise workload and deliver high quality and timely information
- ⊗ Able to roll sleeves up and be comfortable in the detail, whilst also stepping up to deal with things at a strategic level when required
- ⊗ High level of commercial curiosity and acumen
- ⊗ Ability to build effective working relationships and influence key stakeholders
- ⊗ Capable of managing senior individuals across multiple disciplines and have extensive, demonstrable people management experience and a clear understanding of the people implications and people agenda on the success of the business
- ⊗ Confidence in your ability to lead, influence and communicate with others to deliver targets



A competitive salary and wider package including attractive bonus is available to the successful individual and will be commensurate with the background and experience required for the role.

If you are interested in being part of an exciting opportunity and boosting your earnings, please reach out to the team. For more information please contact Ali Shaw or Kirsty Mclardy at Livingston James.



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The Recruitment Process

Initial interviews will be with our retained advisors at Livingston James.

Subsequent stages will be held with Emtelle and confirmed in due course.

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

