



Livingston James

HACKING
+ PATERSON

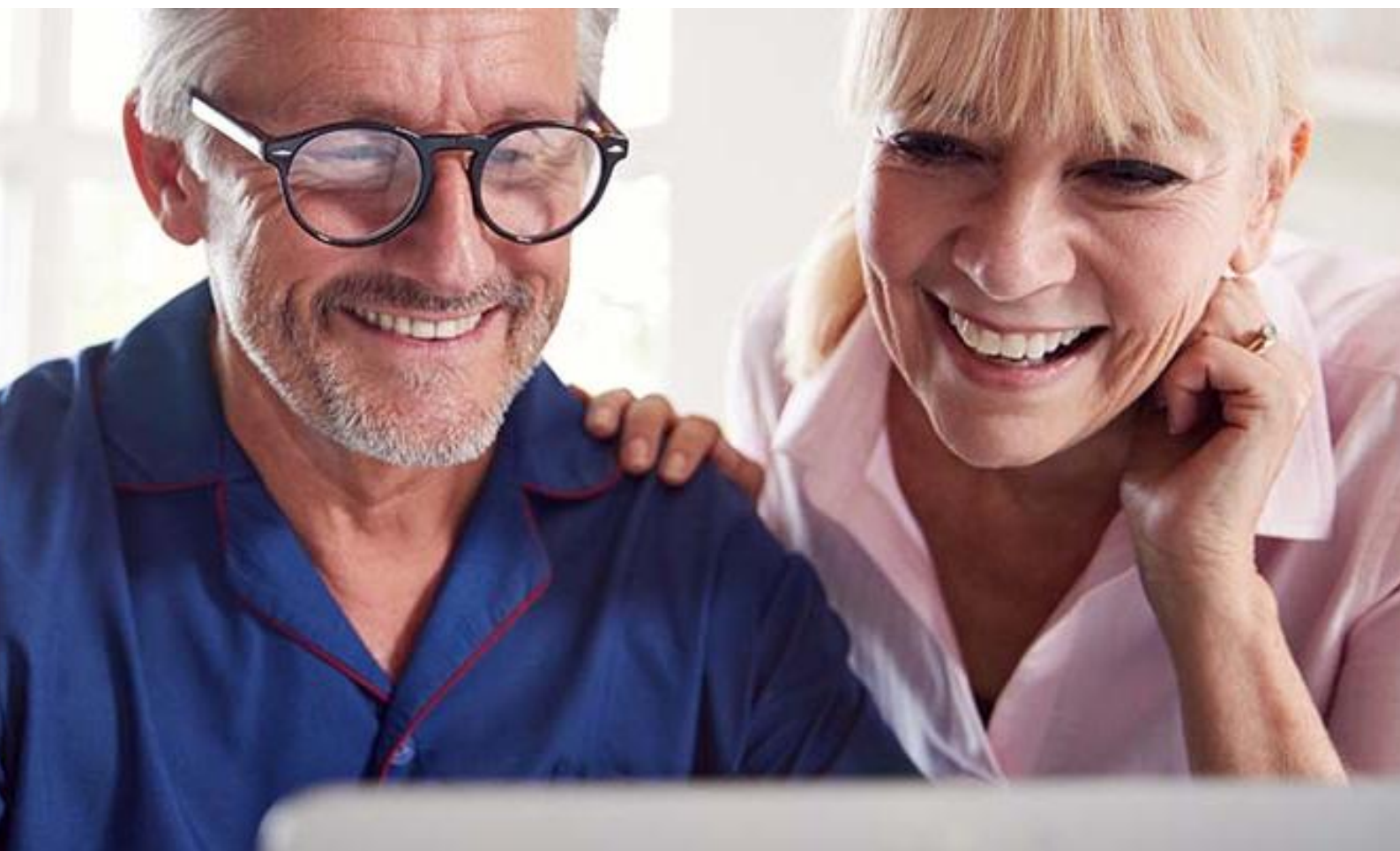
Position Profile

**Group Chief Financial
Officer**





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Founded in 1922 by William Hacking & David Paterson, and headquartered in Glasgow, the firm of Hacking & Paterson has steadily grown and owns Scotland's largest property factoring business, operating from offices in Glasgow, Edinburgh and Stirling. They continue to be recognised as a highly respected property management business, widely acknowledged for its reliable and professional property factoring services. Through the Group the business manages a diverse portfolio of residential developments, from traditional tenements to modern apartment complexes and large mixed-use estates across Scotland. As a member of the team now 130 strong, you'll be joining an organisation with over a century of experience in property management, committed to maintaining the value and quality of properties through comprehensive, long-term solutions.

Hacking & Paterson's core focus, through its subsidiary companies is property factoring, which involves overseeing the administration of management and maintenance of communally owned property and facilities in residential properties. This unique Scottish service requires overseeing everything from dealing with general building maintenance, repair and improvement of the fabric of buildings to shared stairwells and elevators extending also to landscaped grounds, woodlands, and other residential development infrastructure. They also have responsibilities to customers in relation to assisting the building owners fulfil their legal obligations towards various insurances. By coordinating the numerous facilities in the properties they are contracted to look after Hacking and Paterson's service allows homeowners to enjoy well-maintained spaces without the hassle of daily upkeep. At Hacking & Paterson, they work closely with contractors and service providers, ensuring that maintenance is consistently performed to high standards.

A defining element of Hacking & Paterson's approach is transparent communication. Through regular updates and a dedicated online portal, the business keeps homeowners informed about their property charges, planned maintenance, and any necessary repair work. This digital focus on communication aligns with the expectations of today's homeowners for quick and convenient access to information.

The property management industry does present challenges, and Hacking & Paterson has proven its adaptability over the years. They listen to feedback from homeowners, and continuously work to enhance their services by investing in customer support and seeking process improvements. This commitment to quality makes them a trusted partner to homeowners across Scotland, offering secure, professionally managed environments where their customers can feel at ease.

They have been market leaders in forming long lasting relationships with local and national housebuilders, providing advice and guidance to that industry on the practicalities of issues arising in new residential developments. They also provide consultancy services to national housebuilders in larger projects in areas such as cladding remediation.

Over many years their principals have contributed significantly to ongoing industry improvements, training and technical standards through their commitment to serving industry and other professional bodies. They are also regularly consulted by local authorities and Scottish Government and consider they have a responsibility to ensure the ongoing training and improvement in the sector they represent.

Background to the Opportunity



Due to continued business growth and the creation of a new Group leadership team, Hacking & Paterson has a requirement to recruit a Group Chief Financial Officer. Reporting to the Group Chief Executive Officer, David Doran, and working closely with the Non-Executive Chairman, Neil Watt, and Operating Boards of the subsidiary companies, the Group Chief Financial Officer will be responsible for the financial leadership of Hacking & Paterson and all other associated companies.

This is a key position and the successful candidate will play a critical role in ensuring the sound financial stewardship of the business, contributing significantly to strategic development and growth initiatives. With ambitious plans for the future, the focus going forward is on growth and building on Hacking & Paterson's already strong market position in a sector undergoing generational change. As such, there is a requirement for a Group CFO capable of performing the role as it stands today but also in the future as the business scales in size and complexity, which will likely involve M&A activity into new markets and locations.

Hacking & Paterson has an established finance department which is predominantly responsible for cash management, bookkeeping data processing and credit control. It is expected that the Group CFO will bring new ideas, structure and impetus to the financial areas of the business, extending to responsibilities for group real estate and facility management and expenditure. In particular, it is envisaged that the new Group CFO will conduct a review of current team structure, systems, processes and reporting, identifying any areas where it may be possible to provide an improved service to the business and implementing solutions to maximise efficiencies.

The preference is for a proactive Group CFO who will drive improvements and change, whilst providing sound financial advice to the Group leadership team and mitigating potential risks. This would include a focus on areas such as supporting business decision-making, controlling costs, developing insightful management information and analysing investments into new markets and commercial opportunities.

The Group CFO will be involved in advising the leadership team and company Boards and supporting stakeholders across the business; helping identify and develop strategies to maximise revenue and profit growth. As such, cultural fit and alignment with the established management team will be as important as the to do the job, with the successful individual displaying ambition to grow with the business over time.





Role:	Group Chief Financial Officer
Reporting to:	David Doran (Group CEO)
Location:	Charing Cross, Glasgow, Scotland

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

- Form a close working relationship with the Group's leadership team Board, subsidiary company Directors and Operating Boards, 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 group's financial performance and commercial position
- Take overall control of the group's accounting function, ensuring all reporting and processing activities are carried out efficiently, accurately and on time
- Contribute fully to the development of group 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
- Ensure that the group and its company's financial systems are robust, compliant and support current activities and future growth
- Lead and develop the finance areas, ensuring they are fit for purpose as the business grows
- Implement and develop the monthly board pack including the preparation and presentation of financial information, value-added commentary, KPIs and analysis to help the Executive Team understand key drivers and improve the performance of the business
- Responsibility for all statutory submissions in accordance with the relevant legislation
- Implement and develop a robust budgeting process to be carried out annually and reviewed on an ongoing basis
- Responsibility for the group cash management policies and performance
- Form opinion and evaluate the impact of technical matters/disclosure and recommend appropriate policies to senior management
- Planning, overseeing and reviewing the preparation of monthly consolidated accounts and reports to the leadership team
- Ensure the presence of robust financial controls and risk management frameworks
- 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, Death in Service scheme, etc.)
- Overview of all Group payroll and pension matters
- Group Secretarial duties



Hacking & Paterson is a complex, dynamic firm and the successful candidate will play a critical role in helping maintain a sustainable model while supporting opportunities that take the business into new markets. It is likely that the Group CFO will need to make improvements to the finance infrastructure, so experience in implementing systems, processes and reporting, whilst also developing the people to deliver to a consistently high standard, is essential.

It is of particular importance that the individual provides strong support and challenge to the Group leadership team and Operating Boards and takes a pro-active approach to identifying improvements across the business.

It would be advantageous if candidates have a background in a related industry or from similar service business environments where there is a significant focus on customer experience. In addition, there is a desire to attract an individual from another mid-sized business environment where candidates are used to the significant breadth of role and the culture of working in a privately owned company. However, above all is the requirement for the right fit for the business and its people, so applications are welcomed from individuals from a range of backgrounds.

First-class communication skills, strong commercial and strategic acumen, and an ability to manage a wide range of stakeholders are all essential in what is very much a people and relationship-led business.

A summary of the key candidate requirements is as follows:

Experience:

- An experienced finance professional with a proven track record of success within a similar, challenging role
- A background working in a fast-paced, complex and, geographically spread business environment
- Experienced in working with a Group Board, building their confidence in the reporting, financial models and processes/controls
- Willing to take ownership for driving performance across the business, seeking involvement and engagement in all value drivers appropriately
- A strong relationship builder who will challenge and collaborate internally and externally
- Extremely strong commercial acumen with the skills to input positively into commercial contracts, customer/supplier relationships and any other drivers that can boost financial performance
- A good strategic thinker who can execute key decisions in a balanced way, effectively assessing the risk versus opportunity equation
- Experience of a mid-sized, privately owned businesses would be advantageous
- Experience within the property industry, or other related sectors, would be preferable but by no means essential



Qualifications

- Degree qualified with a strong academic track record
- Professionally qualified accountant (CA, ACCA, ACMA) with PQE commensurate with a role at this level of responsibility

Skills, Knowledge & Abilities:

- Knowledgeable in current accounting standards and any proposed changes that are applicable to the business
- Ability to prioritise and adapt to workload
- Strong analytical, organisational and decision-making skills
- Excellent problem-solving skills with an ability to influence key members of senior management
- Excellent communication skills, both written and verbal
- Ability to assess and drive business improvement projects
- Excellent IT skills, with a proven track record in optimising finance systems

Other Key Characteristics & Behaviours:

- A natural leader who intuitively motivates teams
- High levels of drive and personal commitment to achieve success
- Remains calm when under pressure
- Commercially curious and relishes challenges
- Results driven with respect for deadlines
- Anticipates stakeholder needs
- Not afraid to challenge the status quo and evaluate/present alternatives as required
- Strong team player
- A positive fit with the Hacking & Paterson culture, demonstrating excellent people skills and high levels of engagement and energy





Remuneration:

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

The search and selection process of this assignment is being managed by advising consultant, Mark Lewis, Director at Livingston James, and supported by Harry Thomson



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The Recruitment Process:

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

Final Stages will involve meeting the Group CEO, Non-Executive Chairman and the External Advisors of Hacking & Paterson.

All third-party applications, enquiries and direct approaches to Hacking & Paterson will be referred to Livingston James

Hacking & Paterson is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.