



Livingston James



Thistle EST. 1947
Seafoods

Position Profile

CFO



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Thistle Seafoods has been providing innovative, frozen & chilled seafood products for nearly 70 years. We are one of the largest family owned manufacturers of quality seafood products in Europe. We supply outstanding products at every price point to leading retail and food service customers within the UK, Europe, USA, Canada and Australia.

In 2024, the business achieved revenues of £160m and is on target to increase this to £180m in 2025, with ambitions to break the £200m barrier in the coming years. The company employs around 800 dedicated and loyal staff. The Thistle Seafoods Head Office and centre of excellence for coated products is based in Peterhead in the North-East of Scotland, and the second site based in Uddingston in the outskirts of Glasgow, is the distribution centre and centre of excellence for value added products.

Our state-of-the-art, fully accredited manufacturing facilities allow us to meet all supply demands, and although we specialise in chilled and frozen 'value added' seafood, our manufacturing flexibility means we can satisfy any product request.

Thistle Seafoods wants to push the boundaries, banish bland mealtimes and get more people eating fish in exciting new ways. Drawing upon years of experience, their chefs combine meat and fish with carefully balanced spices to create recipes that are at the centre of a great food experience. Taking inspiration from around the world, their food is packed full of flavour and fine ingredients.

Our customers expect the very best, so all our products are made with the finest fresh ingredients and sustainably sourced fish. Our chefs use tried and tested recipes to create everything from delicious, coated fish to easy-to-cook seafood dishes. We follow market trends to develop new tastes, more choice and greater convenience.

Mission:

Thistle Seafoods responsibly and purposefully develops and manufactures own-label coated added-value products of superior quality that are worthy of our customers branding. They support their employees, communities and industry, and delight consumers around the world.

Vision:

To be regarded as the best innovation-centric food supplier by the world's most discerning and influential brand owners.

Values:

Family

Innovation &
Quality

Success &
Profitability

Honesty &
Integrity

Please click on the following link for our new corporate video: [Thistle Seafoods](#).



Role:	Chief Financial Officer
Reporting to:	Ryan Scatteredy (CEO)
Location:	Uddingston (near Glasgow) or Peterhead (near Aberdeen), with travel to the other site as required

The role requires a highly commercial Chief Financial Officer (CFO) who will add significant value to strategic decision making, deliver major change projects, support M&A activity and operate as a genuine business partner to the CEO to drive the business forward into new markets and to greater success. The role has the following distinct elements:

- To provide high level strategic input and challenge to the Board to support the development and execution of the company strategy. This includes areas such as the identification and delivery of new commercial opportunities, the management of capital expenditure projects and conducting the due diligence and integration of future acquisitions
- Relationship management with the Board, Senior Leadership team, key stakeholders, and external advisors and partners
- Working as part of a small and collegiate Executive team, with significant responsibility for the delivery of the financial strategy and the ability to react quickly to a range of business requirements as they arise
- The continuing development of a 'best in class' finance structure that is fit for purpose as the business grows and develops. This involves the establishment of a robust financial platform covering all aspects of systems (including the implementation of a new ERP platform), processes and management information to drive more data led decision making
- The 'day job' of the CFO, including financial reporting and control, budgeting, commercial decision support, cash and treasury management, corporate governance, business partnering and the management and ongoing development of the finance team





This role requires exceptional leadership, decision making, an ability to communicate effectively both internally and externally, stakeholder management and a track record of success in a role of comparable size and complexity. An overview of responsibilities includes:

- Supporting the development of appropriate business strategies in conjunction with the CEO, CCO and COO
- Providing sound strategic and financial information to the Board of Directors, including commercial insight and judgement on day-to-day decisions and future investments to ensure the long-term profitability of the company
- Actively contributing towards the target identification, acquisition, due diligence and onboarding processes for new acquisitions
- Regular reporting and analysis of all areas of the business, liaising with Procurement, Operations and Technical teams
- Overall responsibility for the finance function, including all reporting requirements and performance indicators relating to capital expenditure, budgeting, forecasting, cash and management accounting
- Ongoing development of the monthly board pack including the preparation and presentation of financial information, value-added commentary, KPIs and analysis to help the board understand better and improve the performance of the business
- Directing suitable treasury, forex and banking policies and systems, including maintenance of banking relationships, in order to maximise the efficient use of company funds
- Directing and managing the implementation of appropriate corporate and accounting systems throughout the company, including leading on the implementation of a new ERP platform
- Driving the development of effective and efficient financial reporting systems across the Group to ensure compliance with all accounting, tax and regulatory frameworks
- Developing robust relationships with a broad range of external stakeholders, including financial and legal advisers, banks and HMRC
- Leadership of the IT function and managing the relationship with external providers
- Liaison with external auditors in order to successfully deliver the audit and statutory accounts





This role requires a seasoned CFO who has a proven track record of success in similar roles and a firm understanding of the dynamics of working for a global business with an impressive client base which has significant ambitions for the future.

Having strong strategic and commercial thinking will be crucial, as will building the trust of key stakeholders both within and outside the business. An engaging individual, capable of inspiring direct reports and engendering confidence from the Board and wider stakeholder community is essential.

The successful candidate will be a highly effective finance leader, delivering significant shareholder value and someone who can operate as the 'right hand' to the CEO.

Qualifications, Skills & Experience:

- Experienced Qualified Accountant (CA, ACMA, ACCA, etc.)
- Strong technical skills and a track record of supporting a CEO on the ongoing commercial and financial development of a business
- Experience of working for a complex international business
- A background within FMCG would be advantageous but not a pre-requisite
- Robust 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
- Leadership and people management experience coupled with first-class communication skills and the ability to build effective relationships at all levels. Potential candidates must be credible and able to inspire teams below them
- Proven track record in strategic planning and driving business performance
- Wider commercial and operational management experience would be advantageous
- Experience of M&A activity and integration
- A direct 'no nonsense' approach, seeking practical outcomes when faced with complex problems
- Strong understanding of corporate governance frameworks
- Ability to both roll sleeves up and operate at a high, strategic level, as required
- Data led with a focus on continuous improvement
- Open and responsive to driving positive change; willing to challenge the status quo and take reasonable risks
- Confident, resourceful and resilient in the face of challenges
- Committed to acting in an ethical and trustworthy manner
- Able to make quick, effective decisions and meet deadlines in a fast-paced environment



A highly 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 Kirsty Mclardy, Head of Research.



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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 CEO (Ryan Scatterty), COO (Pamela Macdougall) and other members of the Executive Management Team

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

Thistle Seafoods 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.