**Role Profile**

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| **Job title:** Project Accountant Full Time |
| **Department:** Finance |
| **Reports to:** Head of Finance |
| **Grade:** 7 |
| **Staff responsibility:** 2 x Finance Officer and 1 x Finance Assistant |

**Organisational Structure**

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| Head of Finance |

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| Project Accountant |

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| 2 x Finance Officer |

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| 1 x Finance Assistant |

**Job Purpose**

Responsible for maintaining financial, accounting and administrative services in order to meet legislative requirements and ensure the proper financial management of the Association.

**Key Accountabilities**

* To undertake the monthly and quarterly forecasting duties including:
	+ Liaising with other teams within the business in respect of future spend profiles.
	+ Provide financial support to budget holders and assist in their understanding of budget management and value for money.
	+ Gain an understanding of departmental spend and wider organisations financial planning.
* Preparation of the monthly management accounts and production of variance analysis.
* Monitor and maintain monthly ledger control files and reconciliations.
* Development of new Service Charge model and processes to provide linkage to budget model and variances in actuals spend.
* Development of new financial models to capture and streamline the requirements of the Factoring service and associated income.
* To lead in the implementation of new system functionality within Open Accounts financial module to improve controls and streamline processes.
* Manage the treasury management function and cashflow forecasts.
* To lead in the production of the annual Statutory Accounts.
* Lead on the preparation and production of information for benchmarking.
* Prepare regulatory returns.
* Prepare VAT returns.
* To manage a small team, to include managing performance and setting team and individual objectives in line with departmental and strategic goals.
* To assist with one-off financial projects
* To carry out any other reasonable tasks as required
* To comply with the Association’s Health & Safety Policy and Procedures
* To carry out the role using the core values of the organisation as a guidance

**Person Specification**

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| **Education** |
| * Part qualified management accountant as a minimum or related similar level of experience
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| **Skills and Abilities** |
| **Essential*** Analytical skills to drive business process improvements.
* Financial control, management accountant and reporting skills (actual, budget, forecast, planning, variance analysis).
* Can demonstrate experience in developing and managing staff performance and maintaining good relationships within the team.
* Ability to build relationships across departments and sites, improving communication and understanding.
* Experience of using computerised financial accounting systems.
* Advanced level working knowledge of Excel.
* Ability to set and adopt given targets, monitor own performance against targets and apply continuous improvement practices

**Desirable*** Experience of implementing financial systems and/or modules.
* Experience in purchase to pay processes.
* Knowledge of Open Accounts Financials.
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| **Personal Qualities** |
| * Analytical reasoning (is driven to do well, be effective, achieve, succeed and progress quickly through the organisation)
* Compliance (adheres to policies and/or procedures, or seeks approval from the appropriate authority before making changes)
* Delegating (appropriately designates responsibility and refers problems or activities to others for effective action)
* Developing others (develops subordinates' competence by planning effective experiences related to current and future jobs, in the light of individual motivations, interest and current work situation)
* Empathy (understands the feelings and attitudes of others and is able to put oneself in others' shoes).
* Innovation (is change-oriented and able to generate and/or recognise creative solutions in varying work-related situations).
* Integrity (maintains and promotes organisational, social, and ethical standards and values in the conduct of internal as well as external business activities)
* Listening (draws out opinions and information from others in face-to-face interaction)
* Communication (is proficient in both written and verbal communication)
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**Core Competencies**

* Put our customers first
* Strive for excellence
* Be accountable
* Think and act as ‘one team’
* Demonstrate respect
* Achieve work/life balance