**Job Description**

**Role title:**  **Commercial Finance Director**

**Reports to:**  **WLES Managing Director; Dotted line to Global CFO**

**Grade: Divisional Director**

**Sector: WLES**

**Division:** **WLES - Central**

**Purpose / Scope of role**

A world class environmental consultancy, the APEM Group possesses a unique blend of specialist capabilities that allow the business to operate alongside large multidisciplinary consultants and for international corporations and governments; whilst maintaining an agile, close, and trusted relationship with our clients. Across APEM Group, pioneering remote sensing technology, field-based survey scientists, industry leading laboratories and our environmental consultants with deep subject matter expertise all work together to meet the demands of some of the most complex and technically challenging environmental projects in the UK and across the world.

APEM Group is a rapidly scaling, mission-driven environmental consultancy transforming science into real-world impact. Since 2019, the Group has undergone an exceptional scale-up journey, with revenues increasing ten-fold, headcount rising from around 160 colleagues to nearly 1,000, and our footprint expanding from a UK specialist to an international Group with offices across three countries and projects delivered worldwide.

This growth has been driven by strategic acquisitions, the opening of new regional hubs and significant investment in technology, enabling APEM to broaden its capability and geographic reach. Today we deliver multidisciplinary environmental services across renewables, water, infrastructure, ports and government projects, combining deep technical expertise with commercial acumen to tackle complex, high-profile environmental challenges.

APEM has recently become part of Applus+, an international Group with over 25,000 employed across 65 countries. APEM Group will become a new division within Applus+ leading the development of a consulting offer, complementing other core and established services. This is an exciting time to join APEM whose partnership with Applus+ will provide both investment and collaboration opportunities to take APEM on its next phase of growth.

As we look ahead to the next phase of our journey, this is an exciting opportunity to join the senior leadership team, play a pivotal role in shaping our continued expansion, and help guide a business making a real difference to the global environmental transition.

**What success looks like in this role**

Over the new few years, you will be recognised as a driving force behind WLES’s growth and impact. You’ll have helped the business achieve greater scale and resilience through sharper forecasting, stronger financial discipline, and more confident commercial decision-making. By embedding a culture of accountability and data-driven insight, you’ll have enabled leaders across WLES to deliver ambitious, challenging but sustainable results. You will have strengthened collaboration across our diverse Group, achieving more together than any one part could alone, and guided the seamless integration of new acquisitions into a united, high-performing Group.

At the same time, you’ll have grown as a senior leader, a trusted advisor not only for commercial decisions but wider initiatives that impact non-financial business decisions. You will have built a trusted team of advisors, helping to influence and shape strategy at Board level, and created a clear leadership legacy within a fast-scaling, mission-driven consultancy making a tangible difference to the global environmental transition.

**Key Responsibilities**

* Driving ambitious and sustainable Commercial performance as part of the APEM Leadership team
* Work with Sector Manging Director to curate and deliver budget and strategic financial plans with focus on market variables and data, aligned with company strategic plan
* Using data driven approach and creating data points to improve forecasting accuracy, including improved revenue and GP predictability
* Lead on Working Capital optimisation, accountable for attaining targets for Debtors & WIP, collaborating with Central Finance functions.
* Promoting accountability by transforming reporting at a departmental and strategic initiative level and identify areas for business improvement and risk mitigation
* Provide data driven financial advice to senior leaders to support informed decision making
* Strengthening financial literacy and accountability within business units. Promoting frequent use of ERP and Power BI
* Insightful analysis of leading KPIs in addition to other core data analysis:
  + Weekly commercial health update using insightful analysis to drive operational decision-making.
  + reviewing divisional and Group profitability reporting, and reviewing project profitability reporting, on a monthly basis. Working collaboratively with PMO/PSO to ensure project hygiene standards maintained.
  + Analysing and understanding divisional and Group revenue and profitability against budget and forecast.
  + Understanding client performance (revenue and profit) with focus on strategic account performance
  + Productivity metrics
  + Revenue visibility metrics
* Developing, reporting, and reviewing divisional and Group dashboards (excel or Power BI, with preference for shift to Power BI over time).
* Oversight of Sector and Business Unit Board reporting, development of agenda in conjunction with Managing Director.
* Review of operational delivery model with focus on agile and flexible cost base.
* Financial approval in line with Delegation of Authority for recruitment, capex, tender pricing and financial contractual terms. Informed decision making based on data and relevant experience
* Proactive tactical pricing/commercial direction to improve tender win rates and flexing margin rates in response to pipeline visibility
* Develop and submit informed Business cases for capex and monitor return on investment post-investment
* Close alignment with central FP&A function and adhering to group reporting standards and deadlines
* Mentoring and development of Financial Analysts in FP&A team
* Close collaboration with Finance Controller and wider Financial Operations team, with view to continuous review and improve finance reporting processes
* Support and deliver integration of new acquisitions
* Develop within Business unit, programme of Quality assurance for Project and Pipeline dataset with a view to improving data accuracy for reporting and financial decision-making.
* To carry out any additional activities that may be reasonably required or requested.
* To take reasonable care for the health and safety of yourself and others; make use of the tools, equipment, training and resources; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.
* Complete mandatory health and safety training modules and any that are specific to your role.

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* Qualified Accountant (ACA/ACCA/CIMA or equivalent)
* Background and experience in financial leadership roles, working as part of a senior leadership team
* Previous experience leading budget processes and business partnering with internal and external stakeholders
* Full P&L responsibility and KPI reporting
* Experience of leading transformational projects
* Experience in building robust and data driven business cases
* Good presentation skills, being able to present financial information to non-financial people to allow them to fully understand and explore options to allow for pragmatic business decisions to be made
* Excellent data analytical experience including financial modelling and scenario planning
* Strong Excel skills – advanced formulas, pivot tables, creation of dynamic dashboards
* Experience of scenario & financial modelling, building and stress-testing forecasting and “what-if” models.
* Solutions focussed – using commercial thinking to fix financial and business problems

**Desirable**

* Able to transform raw data into insights efficiently and explain assumptions to non-finance staff
* Background working for a professional services/consultancy/project focussed business
* Experience of M&A and working on M&A integration projects
* Experience working for a high growth matrixed business
* Experience working with operational finance and treasury (including cash management)

**Our Values**

Our most important assets are our people who work here. We all work as one team and rely on each other. We wish to create a working environment to which our people are proud to belong, by maintaining our values at the forefront of everything we do. These values are:

* Integrity – We do the right thing
* Quality – Quality in everything
* People - We care
* Forward thinking – We focus on the future
* Positivity – We believe we can
* Fairness – We champion equality

**Our WOW Factor**

When home became work, we learned that flexibility, understanding and balance allowed us all to move forward and grow together. So, no matter where you’re based, the hours you keep, the toddlers you have to entertain, or outside interests that help with your wellbeing we’re committed to our Ways of Working (WOW) with each other so we can continue to be our best.

**You belong**

We recognise that everyone’s story is different. The opportunities, experiences and challenges faced in life shape who we are, and we understand that these are the things that make us individual and unique. Embracing our differences means we’re able to approach what we do from every angle.

Inspiration and insight can come from anywhere, and no matter your history or choices in life, we empower our people to be their best, so we can be our best, together. **We welcome the whole you.**