

Head of Financial Control

Society Division:	Lichfield
Society Reporting Unit:	200700
Location:	Warwick or Lichfield
Reports to (job title):	Senior Head of Group Finance
Number of direct reports:	3
Number of in-direct reports:	10
Budget / Revenue Responsibility:	N/A
Key Stakeholders:	Key External Relationships • External Auditors • Banking Partners • HMRC • Tax Advisers • Members Key Internal Relationships • Executive Team • Functional Heads • Finance • Secretariat • Board & ARC
Date of Job Description:	18/08/26

Role Purpose:

A critical role within Group Finance as we continue to create and grow OurCoop, the largest independent co-operative in the UK.

The structure of the teams today is understandably aligned with the former Central England and Midcounties regional set-up and ways of working. Key to the immediate and future success of the new Society will be greatly improving these ways of working and bringing our people and processes together.

The Head of Financial Control provides leadership across Treasury, Tax and Statutory Reporting functions, ensuring the Society's assets are protected, short term cash requirements are accurately forecasted and analysed, financial risks are appropriately managed, and external reporting obligations are met to the highest standards.

As a senior finance leader, the Head of Financial Control plays a key role in promoting a strong culture of financial discipline, accountability and governance across both Finance and the wider Society, supporting sustainable growth and value creation for our Members.

Role Responsibilities:

Financial Control & Governance

- Lead and continuously enhance the Society's financial control framework.
- Ensure compliance with relevant accounting standards, regulatory requirements and internal policies.
- Drive a culture of strong financial governance and accountability throughout all areas of Finance and across the wider Society.
- Oversee balance sheet integrity; determine the appropriate periodic, quarterly and annual controls, ensuring these are operating effectively and reconciliations are completed to a high standard.
- Identify and mitigate financial, operational and compliance risks.
- Provide assurance to the CFO, Audit Committee and Board regarding the effectiveness of financial controls.

External Financial Reporting & Statutory Accounting

- Oversee the preparation and delivery of statutory accounts for all legal entities.
- Ensure compliance with appropriate accounting frameworks and any additional applicable reporting requirements.
- Manage the year-end and half year statutory reporting processes.
- Lead the integration of the Warwick and Lichfield consolidation
- Work with the Secretariat function to ensure timely and accurate filing of all statutory reporting obligations.

Investment Management (Treasury & Members)

- Lead strategic and operational treasury activities.
- Own and review the STCF (short term cash flow) prepared by the Treasury and Member Investments Manager. This view translate the medium to long term cash forecasts prepared by the FP&A team into a short-term (detailed 13 week and additional rolling 52 week view) operational cash flow.
- Oversee short term cash management, liquidity planning and working capital performance.
- Manage banking relationships for the Society's syndicate and associated funding requirements and reporting
- Own and update the Treasury Policy and ensure the documented controls and risk management processes are operating effectively.
- Monitor financial risks including liquidity, interest rate and counterparty exposure.
- Determine optimum debt vs equity strategy, seek approval from ARC and Board and work with the relevant teams to implement

Tax

- Via the Senior Tax Manager, oversee all direct (e.g. corporate) indirect (e.g. VAT) tax and employment tax obligations.
- Manage relationships with tax advisers and regulatory authorities.
- Ensure compliance with HMRC requirements and tax legislation.
- Provide oversight and challenge on tax risk, governance and planning activities.
- Work with the Senior Tax Manager to review and recommend the appropriate tax efficient entity structure for the Society and its subsidiaries.

External Audit

- Act as primary relationship owner for external auditors.
- Lead annual audit planning and execution, ensuring efficient and effective audit outcomes.
- Coordinate responses to audit findings and drive timely remediation actions.

- Support internal audit reviews and control improvement programmes.
- Ensure audit recommendations are tracked, addressed and embedded within business processes.

People

- Lead, develop and motivate a high-performing team of finance professionals.
- Ensure the structure and experience of the team reflects the changing needs of the Society
- Provide coaching, succession planning and talent development for direct reports and wider team members.
- Foster a culture of continuous improvement, ownership and professional excellence.
- Build capability in financial controls, governance and technical accounting across the finance function.

Qualifications & Experience:

Qualifications & Experience

- Qualified Accountant (ACA, ACCA, CIMA or equivalent).
- Significant post-qualification experience in a senior financial control, reporting or finance leadership role.
- Proven experience within a large, complex organisation with multiple business units and legal entities.
- Strong experience of statutory reporting, treasury management and tax oversight.
- Proven track record of leading financial control and governance improvements.
- Experience managing external audits and regulatory relationships.
- Demonstrable leadership experience managing and developing a finance team

Knowledge & Skills

- Strong technical accounting expertise (IFRS and UK GAAP).
- Deep understanding of financial control frameworks and risk management.
- Treasury and cash management knowledge.
- Understanding of UK corporate taxation and HMRC compliance requirements.
- Experience of ERP and financial reporting systems.
- Strong understanding of corporate governance and regulatory requirements.
- Excellent analytical and problem-solving skills.