

Job Description

Job Title: Head of Finance

Department: Finance

Reporting: Scion CEO

Location: Livingston, Scotland

The Business

Techcomp Europe Group holds an exciting portfolio of rapidly growing technology businesses that operate globally. Our brands include Edinburgh Instruments, Scion, Froilabo, Precisa and Isotopx. As a result of our continued investment in R&D, based in our Headquarter office in Livingston, Scotland, Techcomp has an exciting product pipeline to add to its existing portfolio and create fantastic opportunities for global market development through our global network of businesses and sales channels.

SCION Instruments has headquarters in Livingston, Scotland and Goes, Netherlands. Scion Instruments designs, manufactures and markets GC, GC-MS, Headspace and HPLC systems along with a full range of accessories, consumables and support services. Scion Instruments also markets Compass CDS™ stand-alone and client-server chromatography data systems. The business continues to invest heavily in research and development of new instruments and market solutions and has truly remarkable growth expectations for the coming years.

Position Summary

The recently appointed CEO is now looking for a Head of Finance to act as a key business partner and to assist in driving forward the vision for SCION Instruments. This role will report directly to the CEO, with a dotted line reporting to the Group Finance Team and will operate in a matrix reporting structure. The role will be based in Livingston, Scotland, with a general requirement to work from site but with flexible hybrid working arrangements. There will be a requirement for ad hoc travel to the manufacturing site in Goes, Netherlands.

As Head of Finance, you will be the main point of contact and a key partner to the Senior Leadership Team (SLT) and the wider organisation. You will lead on all aspects of company finances including Finance Operations (AP, AR), Management Accounting, Financial Control, Balance Sheet Control, Annual Audit. Importantly, you will act as a key partner for the Operational Leadership Team helping to drive efficiencies and optimisation in our manufacturing sites in Livingston, Scotland and Goes, Netherlands.

You will own the annual budgeting process and will be responsible for communicating monthly performance and key findings with leadership including robust financial analysis and commentary. You will work to achieve positive outcomes by using financial information to help improve overall business performance.. The role is suitable for a fully qualified accountant with at least 5 years post-qualifying experience, excellent people management skills and experience of a broad role supporting leadership with financial information.

We are ideally looking for someone with experience sitting on a Senior Leadership Team and with previous experience of a global matrix reporting structure. Experience gained in a manufacturing environment, knowledge of cost accounting and familiarity with Bills of Material (BOM) would also be advantageous.

Key Responsibilities

- **Strategic Leadership:** Develop and execute the financial strategy in alignment with SCION Instruments' business objectives.
- **Financial Planning & Analysis:** Lead budgeting, forecasting, and long-term financial planning processes, providing insightful analysis to support strategic decisions.
- **Internal Management Reporting:** Own month end internal reporting and act as the lead for coordinating the monthly departmental management report.
- **Statutory Compliance & Reporting:** Oversee accurate financial reporting under IFRS, ensuring compliance with local GAAP across UK and NL entities and managing annual audits.
- **Cost Management & Efficiency:** Partner with operational teams to monitor manufacturing costs, improve margins, and enhance financial performance.
- **Risk Management:** Identify and mitigate financial risks, maintaining robust internal controls and governance processes.
- **Global Collaboration:** Collaborate with a distributed finance team, working with stakeholders across the matrix organization to deliver operational excellence.
- **Capital Allocation:** Optimize working capital, cash flow, and investment strategies to support growth initiatives and sustain business agility.
- **Stakeholder Engagement:** Build strong relationships with auditors, external advisors, and financial institutions to support business objectives.

This is a broad role in support of senior leadership, you will need lead and influence all senior leadership team members on finances.

Required Skills and Experience

- **Strategic Mindset:** The business is seeking an individual who is not afraid to challenge the status quo. The ideal candidate will have a continuing drive to improve business performance, to seek out and drive improved operating procedures and processes.
- **Qualified Accountant:** You will hold a full professional accounting membership and at least 5 years post-qualifying experience. This experience will have been gained in a manufacturing or other similar business environment.
- **People leadership:** You will ideally have prior experience on the Senior Leadership Team. You will have a demonstrated ability to lead and inspire teams across multiple geographies and experience of staff management including recruitment, training, development, and growth of staff. You will also have experience of indirectly influencing other business functions through business partnering.

SCION Instruments

The Netherlands

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- **F&A Skills:** You will have exceptional skills in budgeting, forecasting, financial planning, analysis, and cost control, with a track record of driving performance improvements.
- **External and Internal Finance:** You will have had experience of Management Accounting, Financial Accounting, and external Statutory Reporting. International subsidiary experience would be an advantage but you must experience of managing external professional advisory relationships.
- **Communication skills:** Excellent communication skills with the ability to operate at all levels within the business. You will be used to dealing with a variety of people from different backgrounds.
- **Resilience:** As the number one in Finance, you will be faced with managing competing priorities and tight deadlines in a dynamic, multistakeholder environment. You will have proven ability to perform effectively under pressure.
- **Business Partnering ability:** You will have strategic and commercial ability, able to analyse information and draw meaningful conclusions that can be used to improve and develop the business.
- **Pro-active, efficient, reliable and professionally curious:** You are the sort of person who thrives on finding opportunities to improve and develop the finance function and to work with Group to implement wider company initiatives.

Why Us?

This is a great opportunity to join an established and growing global business. In return we offer excellent financial rewards and career development prospects. You will work 37.5 flexible working pattern, that allows an early finish on a Friday. After an initial qualifying period and subject to the Company's terms and conditions of employment, Scion Instruments offers a comprehensive range of benefits including performance-related bonus scheme, death in service, group income protection, private medical insurance, pension scheme, paid holidays, subsidised gym membership, cycle to work and employee discount scheme.

As an equal opportunities employer, Scion Instruments is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply.

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