

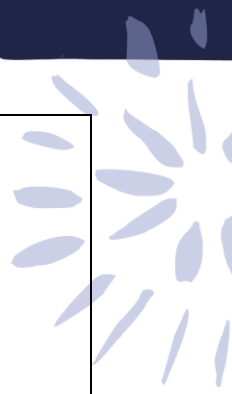


# Finance Director



<b>Job Family</b>	Finance
<b>Band</b>	1b
<b>Responsible To</b>	CFO

Role objectives
<p>The Finance Director provides strategic and operational financial leadership across the G's Fresh businesses (<i>G's Fresh Ltd, G's Growers (Ramsey) Ltd, G's Fresh Beetroot Ltd &amp; G's Fresh Mushrooms Ltd</i>). The role ensures strong financial governance, accurate reporting, and robust financial planning while partnering with the Board, commercial leaders, and grower stakeholders to drive sustainable profitability, shareholder value, and transparent financial performance.</p> <p>The role leads the finance function, supports business growth through strong commercial insight, and ensures the organisation maintains compliance with financial, governance, and regulatory requirements.</p> <p>Maintain effective relationships with G's Growers Ltd (GGL), the RPA and grower members, ensuring strong governance while providing transparent and timely information on grower returns and responding to queries or challenges.</p> <p>Enhance shareholder value and act in the interests of shareholders.</p>
Key Responsibilities & Accountabilities
<p><b>Strategic Finance &amp; Business Partnering</b></p> <ul style="list-style-type: none"> <li>• Support the Chairman, COO and Board with financial insight, analysis and strategic advice.</li> <li>• Contribute to business strategy including capital investment, growth opportunities and business development.</li> <li>• Develop financial plans aligned to the organisation's strategic objectives.</li> <li>• Provide accurate and timely accounting and grower return services to G's Fresh and the wider Grower Co-operative members.</li> <li>• Partner with commercial and operational leadership to improve provide financial information to support and strengthen customer relationships by providing transparency in financial messaging.</li> <li>• Provide accurate product costing to commercial teams, collaborating with operational teams to set achievable targets and partnering with service provider MDs to identify risks and opportunities that improve profitability.</li> <li>• Monitor the external market, financial environment and competitor landscape to inform strategic decision making.</li> </ul> <p><b>Financial Planning, Reporting &amp; Control</b></p> <ul style="list-style-type: none"> <li>• Lead the preparation and delivery of annual budgets, forecasts and long-term financial plans.</li> <li>• Ensure accurate and timely management accounts and financial reporting.</li> <li>• Establish financial objectives, performance metrics and KPIs for the business.</li> <li>• Monitor operational costs, margins and profitability across product lines.</li> <li>• Ensure robust product costing models that support pricing and commercial decision making.</li> <li>• Oversee capital expenditure approval processes and investment governance.</li> </ul>



**Financial Governance & Compliance**

- Ensure full compliance with financial regulation, reporting standards and statutory requirements.
- Maintain strong corporate governance practices across relevant businesses.
- Support governance relationships with G’s Growers Ltd and relevant regulatory bodies.
- Manage financial risk including credit exposure, currency exposure and financial controls.
- Contribute to Group governance committees and oversight processes.

**Stakeholder & Customer Engagement**

- Provide transparent financial reporting and insight to grower members.
- Maintain constructive relationships with grower organisations and regulatory partners.
- Support commercial teams in customer relationships where financial insight is required.
- Ensure strong customer and product profitability reporting to inform commercial decisions.

**Finance Function Leadership**

- Lead and develop the finance teams across relevant G’s Fresh businesses.
- Provide financial leadership and thought partnership to senior management.
- Ensure consistent financial processes and best practice across the Group.
- Drive continuous improvement and operational efficiency within the finance function.

**People Leadership**

- Build an inclusive, high-performing finance team aligned with company values.
- Set clear performance expectations, development plans and succession planning.
- Support training, coaching and capability development across the team.
- Ensure compliance with employment policies, procedures and people management practices.

**Risk Management & Assurance**

- Ensure appropriate risk management processes are in place including crisis and business continuity planning.
- Monitor financial risks across operations including credit control and debtor management.
- Ensure adequate insurance coverage for business assets and operations.

**Operational & Commercial Support**

- Work closely with operational and commercial teams to deliver profitable growth.
- Support tenders, product costing and pricing decisions.
- Ensure invoicing, credit control and cash flow processes are effective.
- Monitor and report product and customer profitability.

**Continuous Improvement & Lean Culture**

- Promote a culture of continuous improvement and operational excellence.
- Support Lean management practices and empower teams to improve processes.
- Champion accountability, innovation and problem solving across the organisation.

<b>Knowledge, Skills &amp; Abilities</b>	<b>Financial &amp; Commercial Expertise</b> <ul style="list-style-type: none"><li>• Strong strategic financial leadership and commercial acumen.</li><li>• Advanced financial planning, analysis and reporting capability.</li><li>• Experience managing budgets, forecasting and financial performance.</li><li>• Deep understanding of cost management, profitability and capital investment.</li></ul>
	<b>Leadership &amp; Influence</b>



	<ul style="list-style-type: none"><li>• Ability to influence and advise senior leadership and Board members.</li><li>• Strong leadership capability with experience building and developing teams.</li><li>• Confident stakeholder engagement across operational, commercial and governance environments.</li></ul> <p><b>Governance &amp; Risk</b></p> <ul style="list-style-type: none"><li>• Strong knowledge of financial regulation, audit and corporate governance.</li><li>• Ability to identify and manage financial and operational risk.</li></ul> <p><b>Communication &amp; Stakeholder Management</b></p> <ul style="list-style-type: none"><li>• Ability to translate complex financial information into clear business insight.</li><li>• Strong communication skills with senior stakeholders, customers and growers.</li></ul> <p><b>Continuous Improvement</b></p> <ul style="list-style-type: none"><li>• Experience implementing efficiency improvements and operational best practice.</li><li>• Commitment to building a culture of continuous improvement and accountability.</li></ul>
<b>Values</b>	As a G's employee we <b>Trust</b> you to perform your role to the highest <b>Quality</b> , demonstrating your <b>Expertise</b> , always striving for <b>Efficiency</b> and having a <b>Can Do</b> attitude in everything you work to achieve.
<b>Health &amp; Safety</b>	All employees are to comply fully with the Business Unit Health & Safety management system requirements including: <ul style="list-style-type: none"><li>• Take reasonable care of their own health and safety; and that of others.</li><li>• Cease any activity which they perceive to be unsafe and immediately report any situation or activity which they observe as having the potential to cause injury or damage to property.</li><li>• Comply with the requirements of Statutory and Business Unit Health &amp; Safety management controls and safe working procedures.</li></ul>