



Commercial Finance Manager

Based in Lisburn, NI

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming waste into a valuable commodity. Our mission: **"Vanden make recycling part of the supply chain, to optimise the use of plastics. We add value and educate our team and customers as we go."**

And since we started on our journey, back in 2005, we've developed a worldwide presence, serving hundreds of customers in over 20 countries. And we've grown a strong, capable team of colleagues who are dedicated and loyal.

We are headquartered in Hong Kong with operations and representation in Australia, Finland, Ireland, Turkey, Spain, Netherlands & UK. We operate a recycling facility based in UK in Whittlesey (PE7 2EX), which opened in March 2017, specialising in the collection of a variety of plastic and polymer processing and manufacturing industrial waste across the UK.

Our Values:

Living the Vanden Values is a key part of our culture. Our Values were created by the people in the business. Over a 6-month period in early 2018 we brought all our teams together to determine what it meant to be part of Vanden. Through a combination of telling stories of colleagues in action and establishing the type of environment we want to create, our 6x core values were born!

These are an important part of understanding if Vanden is right for you! Please take a look on the last page for a full description.

Application Process

To apply, you are required to produce a CV and Cover Letter. These need to be tailored to the job description and person specification and show how you reflect the technical and behavioural requirements.

The selection process:

Successful candidates will be invited to attend a multi-phase assessment that includes:

Step 1: Initial Screening Call

Step 2: Online Interview

Step 3: Face to face Interview

Step 4: Reference Checks

Expected timeline to complete is 3-4 weeks depending on candidate availability

Job Summary

Our ideal candidate will be flexible in approach and mindset. They will thrive in a fast-moving environment that involves communicating with colleagues across the world, managing dynamic market conditions and react quickly to changing priorities without being flustered. To best support us, our ideal candidate will be a professionally qualified accountant (ACA, ACCA, CIMA) who has extensive experience working within a fast-moving international business. You should be extremely well organised, detail driven, highly analytical, be capable of meeting tight deadlines and approach new and existing challenges with logical analysis. Finally, you should be able to interact with colleagues at all levels and be competent in relaying technical information in non-technical terms.

Therefore, this role is suited to an ambitious individual who is excited to help drive the development of the company to enable us to build the world's largest recycled plastic commodities company.

Essential Duties & Responsibilities

- Manage, lead, and mentor all UK finance staff ensuring their duties are completed in a timely and accurate manner
- Preparation of Monthly Management Accounts with accompanying narrative, to a strict timetable, drawing on information from financial records and primary contracts records
- Month end close process – accruals, prepayments, and intercompany reconciliations
- Manage and oversee high volume (multicurrency) debtor and creditor ledgers acting as a point of escalation for problem accounts
- Full ownership of working capital requirements ensuring Accounts payable adhere to competitive supplier credit terms
- Regular analysis on financial budget vs actual variances
- Oversee weekly Sales & Credit Risk Reports
- Assist Hong Kong Finance Business Partner with completion of annual budgets
- Support HR/Payroll function by completing PAYE returns, P11Ds submissions and monthly commission reports
- Prepare and submit monthly VAT, Intrastat & EC Sales returns
- Support Directors with process improvements, internal controls, increased efficiencies and identify areas of weakness/profitability
- Liaise with other Team leaders to continually improving the business process, helping them to meet required outcomes
- Financial support and analysis to all parts of the business
- Lead the preparation of Statutory accounts acting as point of contact with external auditors
- Assistance with ERP implementation

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- Recognised professional accounting qualification from a professional institution (CIMA, ACA, ACCA)
- 5+ years' experience in a commercial / business environment with full responsibility for financial control and reporting activities

Skills & Abilities:

- Leadership ability and people management experience
- Experience and understanding of foreign currency exchange and intra country trading
- Excellent level of IT competency including advanced MS Office skills particularly Excel, experience in Sage Line 50, Sage Line 50 Payroll and Microsoft Dynamics 365 Business Central preferred
- Understanding of data privacy requirements

Competencies:

- Dynamic, progressive, adaptable, and commercial
- Excellent interpersonal skills
- Excellent written and verbal communication skills
- High attention to detail, organised and analytical
- Critical thinking and problem-solving skills
- Ability to simplify complex issues
- Well-honed research skills
- Listens and understands others point of view
- Knows when to seek advice and from whom
- Resourceful
- Strong Leader
- Highly Ethical
- Willing to take ownership of the role and drive success
- Committed to on-going personal and professional development
- Action Oriented
- Builds strong relationships
- Curious and creative
- Driven to learn and follow internal processes, yet happy to suggest improvements
- Empathetic towards others
- Investigative
- Resilient approach – able to own failures, learn from mistakes and push to improve
- Open minded and seeks feedback
- Self-aware and self-reflective
- Trustworthy

MISSION & VISION

MISSION:

- Vanden make recycling part of the supply chain to optimise the use of plastics. We add value and educate our team and customers as we go.

VISION:

- To be the company that creates the most value from plastic waste. Producing quality commodities and products or empowering others to do so.

VANDEN VALUES

Teamwork

- We pull together as one unit, not just with those in front of us, but with all of our colleagues spanning multiple continents and cultures. We seek honesty and excellence to bring out the best in each other and do so without ego. Our collective knowledge and willingness to question is our superpower.

Add Value

- In absolutely everything we do. We add value to our people, customers and product through constant education and optimisation. Vanden exceeds expectations in the Service of our customers, using each encounter as an opportunity to sharpen our skills and add more value than anyone else. When in doubt, we ask ourselves – “Am I adding value?”

Growth

- Challenge ourselves and each other to learn new things and improve our skills. Be curious and industrious to redefine the boundaries of our knowledge, service and market. We’re proud of our battle scars as our failures will always be the greatest opportunity for growth.

Ownership

- Never afraid to get our hands dirty! We take pride in exercising absolute ownership over the outcome of every task or challenge. We appreciate the power of forming a plan before taking action and jump at the opportunity to take the bull by the horns when we do.

Enjoy The Ride

- It only happens once! We can’t always be serious and limit ourselves to be “business as usual”, so we encourage everyone to put their personalities into everything they do.

Gratefulness

- Live everyday with an attitude of gratitude!