

**JOB DESCRIPTION**

**Position:** Finance and Compliance Manager

**Salary:** NJC Scale 32~34 £35,575 - £37,890

(£28,460 - £30,312 pro rata)

**Contract:** Permanent

**Responsible to:** Chief Executive

**Responsible for:** Finance andAdministration Officer

**Hours of work:** Negotiable

**Place of Work:** Remote and hybrid working arrangements available;

DW’s premises are based in Caerphilly

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**Job purpose:**

To ensure the smooth and efficient running of the organisation by providing

leadership in:

* All financial matters including budget planning, development and reporting,

managing the accounts, payroll and financial reporting of core and project funded activities and programmes

* Ensuring DW functions in a legal and ethical manner while meeting its business goals. Responsibility for developing compliance programmes, reviewing company policies, and advising senior management on possible risks.

To work as part of the management team to:

* contribute finance and compliance expertise in the development of organisational strategies, policies, practices, funding proposals and applications
* provide financial and compliance monitoring and controls on all programmes of work and activities, including producing reports and overseeing analysis of data and budget administration

To interact with the Board of Directors by providing financial reports and

information to ensure sound financial and operational governance.

### Main Responsibilities:

**1. Financial Management, Planning and Analysis**

* Support the Chief Executive in preparing, managing and monitoring the annually allocated budget
* Develop and ensure DW’s financial policies and procedures are consistent with the requirements of the auditors
* Prepare forecasts of income and expenditure, communicate a timetable of financial and management accounts and assist in the preparation of cash flow forecasts
* Prepare end of year accounts prior to audit
* Oversee the management of all company accounts
* Monitor and produce reports for all project budgets
* Manage payroll, pension scheme, employee benefits and organisational insurance
* Advise on purchasing procedures, including guidance on best value suppliers and ensure cost effectiveness in the provision of goods and services.
* Prepare regular, standard financial accounting reports for the Chief Executive and Directors
* Update and reconcile key balance sheet accounts monthly
* Generate and maintain cost control spreadsheets, such as KPI, staff costs, utility costs and local variance reports.
* Maintain asset register and data in the finance system and reconcile with schedules
* Prepare budget data for potential new services or ventures for Chief Executive and managers to review. Participate in budget meetings with Directors and managers as required
* Consolidate and reconcile budget and forecast data
* Derive an ethically sound, value for money charging policy for the organisation which can be applied across all DW’s charged for services
* Assist with identifying suitable funding opportunities and contribute to the development of funding applications, tenders and other bids including drafting of budgets
* Ensure completion and submission of returns to the Charity Commission, Companies House and HMRC
* Oversee organisational accommodation and maintenance responsibilities, procurement and best value
* Review and develop financial processes and systems.

**2. Compliance**

* Implement and manage an effective legal compliance programme
* Develop and review company policies
* Advise senior management on the company’s compliance with laws and regulations through detailed reports
* Create and manage effective action plans in response to audit discoveries and compliance breaches
* Regularly audit company procedures, practices, and documents to identify possible weaknesses or risks
* Assess company operations to determine compliance risk
* Ensure all employees are educated on the latest regulations and processes
* Resolve employee concerns about legal compliance.

**3. Other**

* Contribute to short- and long-term organisational planning and strategy as part of the Management Team
* To undertake any other duties as required which are in keeping with the aims

of this post.

**Person Specification**

DW is the national Disabled People’s Organisation in Wales and we welcome applications from disabled people.

**Essential knowledge and experience**

* Sound understanding of financial procedures
* Experience of preparing financial accounts under Charity SORP and managing an audit process through to completion
* Knowledge and understanding of restricted and unrestricted funds
* Experience of cash flow forecasting and treasury management
* Strong reconciliation skills and an eye for detail
* Strong all-round knowledge of Microsoft Office (Outlook, Word, Access and Teams) with Intermediate to advanced Excel skills; knowledge of online platforms including MS Teams and Zoom)
* Knowledge of Xero Accounting Software and Payroll including the use of the tracking function within Xero to manage and track various funding streams
* Good knowledge of legal requirements and procedures
* Experience of drafting and implementing policies and guidance including in finance, GDPR, human resources and Health and Safety
* Experience of systems development and making the best use of technology to add value
* Experience of managing, developing and motivating a team through a period of change and business improvement.

**Skills**

* Strong analytical skills and attention to detail
* Ability to manage own workload, time and diary in order to meet deadlines / achieve outcomes
* Ability to work independently with minimal supervision
* Ability to work calmly and efficiently under pressure
* Ability to work co-operatively and effectively as part of a team
* Ability to communicate effectively across various formats and audiences
* Ability to build relationships with internal and external stakeholders
* Ability to identify opportunity for innovation and solve problems
* Ability to competently use Xero Accounting Software and MS Office

**Values**

**Commitment to:**

* DW’s mission, aims, objectives and values including the Social Model of Disability and the rights and equality of all disabled people
* Equality, Diversity and Human Rights
* collaborative working approach
* inspiring communities and people to take control and reach their potential
* the cultural importance of the Welsh Language
* good working practices, e.g. professionalism, confidentiality, punctuality, adaptability
* continuous professional development

**Desirable Requirements**

* Knowledge and experience of working with a Board of Directors and the policies and processes that support good governance
* Knowledge of procurement and tendering processes and different sources of funding opportunities
* Skills and experience in project management
* Experience of working in the Third Sector

**General Criteria**

* willingness to travel throughout Wales and beyond, which may require overnight stays in line with the duties of the post