

Management Accountant, Group Finance

Glasgow based, hybrid working

About the role

This is an opportunity for a Management Accountant to join our Operational Finance team in Glasgow.

A Management Accountant has a varied set of responsibilities to on behalf of the Group. This means taking responsibility for the accuracy of the management accounts, contributing to the reporting packs, analysing and forecasting results and tackling emerging requirements as part of the core Finance team of the Group. There are plenty of challenges and opportunities to develop your business acumen and accounting skills.

Joining us as a Management Accountant, you will be exposed to a fast-paced, acquisitive and ever-changing corporate environment. You will report directly to a Senior Finance Business Partner, have daily contact with the Divisional Finance Business Partner, and communicate with operational staff on a regular basis.

Idox will provide the mentoring and development you need to succeed as a member of our team, so that you can apply your existing expertise to support our client facing teams and therefore our customers. You'll be involved in forward planning and the provision of management information to support Idox business strategy, goals, and objectives. You will always be encouraged to bring insights and intelligence back to the Group.

We are looking for a professional to uphold professional rigour, but at the same time forge a warm and constructive relationship with business colleagues.

Key responsibilities:

- Responsibility for preparation of Business Unit (BU) management accounts for sub business units
- Act as the main finance contact for the assigned business units
- Preparation of BU monthly revenue in line with IFRS within group deadlines
- Preparation of monthly reporting packs including KPIs; together with insight and analysis to assist operations understand the drivers of the results
- Monthly overhead costs analysis against budget and forecast, understanding variances and actions to bring back performance to planned expenditure
- Detailed analysis of labour productivity monthly/weekly as required
- Input into ERP system improvement plan
- Continuously identify and implement business process improvements across the Idox Finance team and across the Idox Group finance function
- Business planning, such as budget and forecast preparation
- Conduct periodic project reviews with Operations as required
- Provide commercial coaching to the operational staff on financial matters as required
- Review customer invoices to ensure accuracy and compliance with company standards and invoice uploads (as part of ERP system improvement)

- Continually assessing demand and supply of labour with operations to ensure optimal utilisation of delivery staff
- Drive standardisation across the Idox Finance team
- Provide support to junior finance staff and support their professional development
- Other ad hoc work as required.

To be successful, you should bring:

- Part-qualified or qualified by experience
- A confident communicator - you will be speaking with operational staff on a regular basis and challenging them when necessary
- Collaborative way of working – adaptability in a fast moving environment
- Good analytical skills and attention to detail
- Motivation, willing to take responsibility and new ideas
- An ability able to work comfortably to monthly deadlines and delivering to strict reporting deadlines
- Excellent numeracy skills
- Excellent computer skills, in particular with Excel.

About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments. Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ around 660 staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

Our Values



Dynamism

We shape our future



Responsibility

We are accountable for our actions



Integrity

We do the right thing



Valued

We value each other



Excellence

We set the benchmark for quality

DRIVE

The core values taking us forward

Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

Our Benefits



Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership and control of their working life. During the pandemic, all our employees successfully transitioned to remote working and we are open to conversations on work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

How to apply

Please submit a CV, and a short cover letter (*maximum 500 words - including salary expectation, and current remuneration*) explaining why you feel you would be suited to this role to **join.us@idoxgroup.com**

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity check; verification of eligibility to work in the UK; and a Basic Disclosure Check. This is in order to help us make safer recruitment decisions.

Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>