

**Job Title:** Financial Accountant  
**Contract Type:** Permanent  
**Salary:** Highly Competitive + Benefits  
**Working Hours:** Full Time  
**Working Pattern:** Monday to Friday  
**Location:** Motherwell. Head Office (Office Based)  
**Start Date:** Immediate

### About Us:

Starfish 9 Ltd is a dynamic and rapidly growing construction company known for delivering high-quality residential and commercial projects across the UK. With a strong reputation for innovation, integrity, and excellence, we are now seeking a strategic and experienced Financial Director to join our senior leadership team.

### The Role:

As a Financial Accountant, you will play a pivotal role in shaping the financial strategy of the business, ensuring robust financial management, and supporting sustainable growth. You will be responsible for producing accurate and timely financial reports, supporting budgeting and forecasting, and ensuring compliance with tax and industry-specific regulations (including CIS and VAT reverse charge).

As part of the Senior Management Team, you will work closely with the Managing Director and Operations Director to drive performance and profitability.

The successful candidate will be afforded the opportunity to be promoted to Financial Director within a 12 to 24 months period.

### Key Responsibilities

- Lead the Accounting & Administration function, including the production of monthly Management & Financial Accounts, budgeting, forecasting, financial reporting, and regulatory compliance.
- Develop and implement financial strategies that align with Starfish 9 Ltd's business objectives and growth plans.
- Maintain general ledger and ensure accurate month-end and year-end close.
- Provide detailed financial analysis and commercial insights to support strategic decision-making across the business.
- Manage company cash flow, working capital, investments, and financial risk.
- Oversee the preparation and successful completion of external audits; act as the primary liaison with auditors and financial institutions.
- Oversee compliance with Construction Industry Scheme (CIS), VAT (including reverse charge), and payroll tax requirements.
- Assist with Work-in-Progress (WIP) reporting and project costing reconciliation.
- Liaise with external auditors, tax advisors, and HMRC when required.
- Develop and improve financial processes, controls, and reporting tools.
- Work collaboratively with Quantity Surveyors, Project Managers, and Commercial teams to align financial and operational data.
- Support system and process upgrades, including ERP and project costing tools.
- Mentor, lead, and develop the accounts team, fostering a culture of continuous improvement and professional growth.
- Collaborate with project managers and operational teams to ensure financial discipline and cost control across all construction projects.

- Monitor and report on project profitability, cost variances, and financial KPIs.
- Evaluate and implement financial systems and tools to improve efficiency and reporting accuracy.
- Support contract negotiations, project financing, and commercial risk assessments.
- Present financial reports, forecasts, and strategic recommendations to the Managing Director.

### Qualifications & Experience

#### Essential Experience:

- Fully qualified accountant (ACA, ACCA, CIMA or equivalent).
- Minimum of 5–7 years' experience in a senior financial leadership role.
- Proven track record of managing financial operations in the construction industry or a related sector.
- Strong knowledge of UK accounting standards, tax regulations, and compliance requirements.
- Demonstrated experience in budgeting, forecasting, financial reporting, and strategic planning.
- Experience managing external audits and liaising with auditors, banks, and regulatory bodies.
- Excellent leadership and team management skills, with experience mentoring finance teams.
- Proficiency in financial software (e.g., Sage 50 Accounting, Sage Payroll, Eque2).
- Strong analytical, commercial, and problem-solving skills.

#### Desirable:

- Experience working in an SME or fast-growing business environment.
- Familiarity with project-based accounting and construction contract financials (e.g., JCT, NEC).
- Experience in securing project financing or managing investor relations.
- Knowledge of digital transformation in finance, including automation and data analytics tools.

### About You:

#### We are looking for someone with:

- Has significant experience in senior financial leadership, ideally within the construction or property sector.
- Possesses excellent interpersonal and communication skills, with the ability to engage confidently with stakeholders at all levels.
- Demonstrates a strategic mindset with a hands-on approach to problem-solving and decision-making.
- Is proactive, commercially astute, and thrives in a fast-paced, dynamic environment.
- Has strong organisational skills and can manage multiple priorities and deadlines effectively.
- Leads with integrity, professionalism, and a collaborative spirit.
- Is comfortable presenting financial insights and recommendations.

### Salary:

The salary for this position is highly competitive and negotiable based on experience and qualifications. We are committed to offering a compensation package that reflects the value you bring to our team.

### Equality & Inclusion

Starfish 9 Ltd values diversity and promotes equality. We welcome applications from all sections of society and are happy to discuss reasonable adjustments or additional arrangements to support your application.

**Please note:** Candidates must be eligible to live and work in the UK.