

Commercial and Finance Director

Job Description & Person Specification

As a key member of the Executive Board, you will work closely with the CEO, Board, and senior leadership team to shape and implement the financial and commercial strategy of BrisDoc, manage strategic contracts, uphold financial governance, and mitigate risks.

Job Description

- Develop and execute a comprehensive financial strategy ensuring that financial and commercial considerations are fully integrated into the company's overall direction
- Take ownership of financial and commercial targets, identifying risks and opportunities to deliver results
- Monitor the performance of commercial activities using key metrics and reporting back to the senior management team
- Conducting market research and analysis to inform business plans on commercial opportunities and understand future threats and opportunities.
- Partner with senior leaders, providing insightful analysis to guide performance improvement and operational excellence
- Oversee the annual budget, forecasting, and long-term financial planning processes
- Deliver clear, data-driven financial reports and dashboards to monitor key metrics and trends
- Evaluate business investment opportunities to align with strategic objectives
- Lead and mentor the Finance Team, fostering professional development and organisational success
- Collaborate with the Board and Executive Team to define and implement BrisDoc's strategic direction and business development model, aligning with our vision and business goals
- Actively participate in Executive Board meetings, contributing to high-level discussions, decision-making, and the development of organisational strategy
- Maintain high financial governance standards, ensuring compliance and effective stewardship of funds
- Provide financial oversight and governance at the Executive Board level, ensuring the integrity of financial reporting, and adherence to budgets

Person Specification

The role requires strong interpersonal and communication skills to build relationships and collaborate with internal and external stakeholders. The post holder must demonstrate excellent organisational, time management, and leadership abilities, with attention to detail and the ability to manage multiple priorities in a dynamic environment. A solid understanding of the sector, market research, and financial processes is essential for informed decision-making.

The successful candidate will have a proven track record in developing and implementing business growth strategies that align with corporate goals. Experience in commercial and financial management is crucial, along with a relevant business qualification (BSc, BA, MSc, or MA in business administration, finance, or a related field).

Knowledge, Skills, and Experience

- Qualified accountant (ACA, ACCA, CIMA) with relevant post-qualification experience, or equivalent qualifications in business administration
- Proven experience in senior financial leadership within a complex organisation, ideally in healthcare or related sectors
- Strong financial acumen and a track record of implementing strategies that align with organisational goals
- Experienced in developing and implementing business growth strategies, and in growing scalable, sustainable services
- Strategic thinker with the ability to influence and collaborate effectively across all organisational levels
- Outstanding leadership and management skills, with a proven ability to motivate and develop high-performing teams
- Expertise in contract management and procurement processes
- In-depth understanding of financial regulations, statutory reporting, and audit processes
- An advocate of digitally enabled financial systems and their integration into organisational practices

Personal Attributes

- Strong commitment to working within a values-driven organisation, upholding integrity, ethical conduct, accountability, and transparency in all actions
- Deep commitment to Equity, Diversity, and Inclusion (EDI), actively fostering an inclusive culture
- Passionate about advancing the organisation's social purpose, ensuring all strategies and decisions align with the goal of making a positive impact on the communities served
- A proactive and results-oriented approach, consistently focusing on achieving organisational goals
- Resilience under pressure, with the ability to meet deadlines and manage competing priorities in a dynamic environment