



Job Description

Job Title: Head of Management Accounting, Leadership Team

Reports to: Planning and Regulation Director, Executive Team

Team: Planning

Location: Nelson

As a credible member of the Leadership Team you will:

Demonstrate confidence at main Board level and maintain organisational motivation through significant change.

Establish ownership and accountability for the challenges the business faces and work to improve service performance whilst reducing costs in order to deliver a reliable and affordable essential public service.

As Head of Management Accounting you will:

- Ensure that Welsh Water maintains appropriate systems and processes for detailed and effective oversight of capital and operating expenditure.
- Challenging business proposals and ensuring efficient and value for money expenditure.
- Preparation of expenditure business plans which meet the strategic objectives of the company.
- Provide expert knowledge and advice on expenditures for regulatory, competition and tariff matters ensuring a consistent approach across different business functions.

Principal Accountabilities

- Design, develop and implement a cost centre structure which reflects the key accountabilities across the business.
- Develop and embed a ‘zero base’ annual budgeting process with quarterly reviews.
- Ensuring best practice in business as usual e.g. process manuals, internal audits etc
- Manage the outsourced contract for payroll and accounts payable.
- Control the annual budget setting process and continuous review of budget performance.
- Identifying, developing and implementing innovative policies to Welsh Water’s advantage in both the short, medium and long term.
- Provide appropriate information for the completion of external financial reporting, statutory, regulatory and investors.

<u>Experience, Qualifications and Skills</u>	<u>Assessment Method</u>		
	A	I	T
Qualified accountant – ACA, ACCA or CIMA	X		
Post qualification experience gained in a similar position at senior management level. In particular, experience of working with Operational Managers in driving cost efficiency is highly desirable.	X		
Proficient in interpreting statutory and regulatory standards and successfully applying these interpretations to present the best possible outcome for the business.	X	X	
Knowledge of SAP.	X	X	
Experience of managing and developing a team of accountants.	X	X	X
Good communication skills and comfortable presenting at Board level.		X	X

Assessment Method Key:

A – Assessed via application form

I – Assessed at interview

T – Assessed using appropriate method e.g. psychometric / ability test /scenario based

Key Relationships

- Operations Business Managers
- Capital Delivery team
- Internal and external auditors
- Ofwat reporters
- IT staff

<u>Competencies</u>	<u>Assessment Method</u>		
	A	I	T
Leadership – The ability to understand the business needs and to translate these into a shared purpose, strategy and objectives and to motivate and inspire others to work towards these. The ability to gain the respect and commitment of others.	X	X	
Commercial Awareness - The understanding of the economics of business. The understanding of the business benefits and commercial realities, from both the organisation's and the customers' perspectives.	X	X	
Developing People – The ability to set clear goals for others; to assign responsibility; to measure performance; and to seek and deliver feedback to achieve quality, timely results and enhanced individual performance.	X	X	X
Achievement Motivation - The drive and energy to produce excellent results and to continually find ways of improving relationships, outputs and processes.	X	X	
Initiative - The ability to actively influence events rather than passively accept them. The ability to see opportunities and to act on them, to originate action.	X	X	
Ownership and reliability – The readiness to take responsibility for projects or issues and to be accountable for their timely delivery and quality. The capacity and motivation to fulfil consistently any undertakings made. The habit of never letting people down, or promising what can't be done.	X	X	
Communication skills – The drive and ability to exchange appropriate information with relevant people at the right time. The desire and skills to seek first to understand as well as to be understood. To be as open as confidentiality allows.	X	X	X

If you wish to apply please complete an application form and return it to recruitment@dwrcymru.com.

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