

JOB PROFILE

GROUP FINANCIAL ANALYST, GROUP FINANCE

HILL & SMITH PLC INFORMATION <https://hsgroup.com/>

Hill & Smith PLC creates value by providing solutions that enhance the resilience of vital infrastructure and the built environment. The Group employs c.4,500 people worldwide with the majority working within its autonomous, agile, customer focused operating businesses based in the UK, USA and India. The Group currently consists of 17 operating companies with a core focus on infrastructure, construction, and industrial applications. The operating companies function independently, with their Managing Directors having a high degree of autonomy and accountability to deliver their business objectives.

Headquartered in the UK, Hill & Smith PLC is a FTSE 250 listed company, with revenues in excess of £850m and a market capitalisation of c£1.6bn. The head office in Solihull employs c35 people. The Group does not operate a shared services model.

Hill & Smith has a strong performance-orientated and entrepreneurial culture. By giving significant autonomy to the individual operating company MDs this ensures that decisions are made close to the market and that businesses respond rapidly both to opportunities and to changes in the competitive environment.

Teamwork and collaboration are valued throughout the business. The Group is committed to building a diverse workforce in which difference is embraced. It believes in continuous learning and development; in short, it invests in its people to help them excel.

THE OPPORTUNITY: Group Financial Analyst

Key responsibilities include:

- Providing support to the Group Head of Reporting, Planning and Analysis and team in analysis, interpretation and presentation of financial and non-financial data.
- Providing financial support to the two Group Presidents in areas such as capital project assessments and review and analysis of actual performance vs forecast/budget.
- Assisting in the production and delivery of the Group's monthly management accounts and annual Budget and Strategic Plan, including liaising with operating company finance teams to understand and analyse performance in both actuals and forecast.
- Performing scenario modelling for both short and long-term planning purposes.
- Delivering insight regarding the financial performance to the Executive Committee and PLC Board.
- Ad-hoc financial analysis as requested by the Board.

Reports to: Group Head of Reporting, Planning and Analysis.

THE CANDIDATE

The successful candidate will have:

- A Chartered Accountant qualification. Likely to have big 4 or similar experience.

- A desire to turn financial and non-financial data into meaningful, value-add insight to aid in decision making.
- A passion for challenging and streamlining inefficient processes, with experience of using automation desirable.
- Strong analytical and problem-solving skills.
- Strong interpersonal skills and ability to partner with various internal and external stakeholders, including senior executive members of the Group.
- Demonstrated ability to work under tight deadlines and to prioritize workload under pressure.
- Computer literacy, with strong financial spreadsheet/modelling skills.
- Attention to detail but also the ability to see the bigger picture; able to balance detailed financial analysis with commercial considerations sensibly.
- A self-starter mindset with the desire to learn and ambition to progress further.

LOCATION

Solihull, UK with a reasonable level of travel anticipated to the US and flexibility to work from home where appropriate.

WHAT WE OFFER

- Competitive salary
- Company car / Car allowance
- Participation in Company's discretionary bonus scheme
- Private medical insurance
- Defined contribution pension scheme

CLOSING DATE FOR APPLICATIONS: Friday 4th April 2025

SUBMIT YOUR APPLICATIONS TO: Lenka.Price@hsgroup.com