



Finance Business Partner (Management Accountant)

Idox plc

Farnborough office/ hybrid, with occasional travel

About the role

Idox is an AIM-listed plc, a multinational company with a UK HQ and an international outlook. We build software for government and industry to work better and comply with regulations, and are market leaders, with a broad portfolio of Products and providing services built on insight and honed with technological advances and smart apps. <http://www.idoxgroup.com>.

This is an opportunity for a Finance Business Partner to join our Finance Business Partner team. This role operates out of our Farnborough office and has some line management responsibility for local staff.

The role of Finance Business Partner/Management Accountant has a variety of responsibilities, involving accountability for management, provision of information packs and reporting for a key business division, as well as responsibility for tackling emerging requirements as part of the core Finance team of the Idox Group. There are plenty of challenges and opportunities to develop your business acumen and accounting skills.

The successful candidate will be exposed to a fast-paced, acquisitive and ever-changing corporate environment. The role will report directly to the Senior Finance Business Partner, have daily contact with your Divisional Director and will communicate widely with operational staff on a regular basis.

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

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 clients and business leaders. You'll be involved in forward planning, customer awareness, and the provision of management information to support Idox business strategy, goals, and objectives. This to ensure business-as-usual and minimising operational downtime. You will always be encouraged to bring insights and intelligence to the business and to learn as you go from our colleagues and counterparties.

Key Responsibilities:

- Responsibility for preparation of sub-BU management accounts for 3 business units (including a consolidation):
 - Including Sub BU aligned P&L
 - Balance Sheet.
- Being the main Finance point of contact for the Geospatial Division
- Preparation of BU and Divisional monthly revenue reporting, in line with IFRS within group deadlines
- Preparation of monthly reporting packs including performance against KPIs; provide insight and analysis to Operations and leadership to understand results and drivers for change
- Monthly overhead cost analysis against budget and forecast. Apply understanding of variances and actions to bring back performance to planned expenditure and margin/profitability/sales results

- Detailed analysis of labour productivity monthly/weekly as required
- Input into ERP system improvement plan
- Identify scope for improvement and implement of business process enhancements across the Idox Finance team and across the Idox Group finance function
- Budget and forecast preparation, contingency planning, business outlook
- Conduct Project Reviews with Operations as required
- Commercial coaching to the operational staff on financial matters as required
- Continually assessing demand and supply of labour with operations to ensure optimal utilisation of delivery staff
- Be a key player in Idox Finance team driving standardisation across the team
- Adherence to Idox Information Security policies and protocols.

To be successful, you should be:

- A qualified accountant, ICAS or CIMA or equivalent
- 10+ years post-qualified experience
- A confident communicator - you will be speaking with operational staff on a daily basis and challenging them where necessary
- A team player who enjoys working in a fast-moving environment
- Confident in your analytical skills and attention to detail
- Motivated, willing to take responsibility and embrace change
- Able to honour tight monthly deadlines and strict reporting deadlines.

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>