

**Job Title:** Group Head of Finance  
**Location:** Hybrid (UK-based preferred)  
**Reports To:** CEO  
**Companies:** Penman Consulting Group

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### **Role Overview:**

The Group Head of Finance will be responsible for the overall financial leadership, strategy, planning, and governance of both Penman Consulting and Active Steward. This is a senior leadership role requiring hands-on oversight of the day-to-day finance operations while also contributing to strategic decision-making and long-term planning across the group.

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### **Key Responsibilities:**

#### **Strategic Leadership**

- Develop and execute group-wide financial strategy aligned with business goals and growth objectives.
- Provide strategic insights and financial analysis to support investment, expansion, and operational initiatives.
- Support the CEOs and Boards in budgeting, forecasting, scenario modelling, and business planning.

#### **Financial Management**

- Oversee all aspects of financial reporting, management accounts, cash flow, and treasury for both companies.
- Manage budgeting, reforecasting, and variance analysis processes.
- Ensure accuracy, consistency, and compliance in consolidated reporting across entities.

#### **Regulatory & Compliance**

- Ensure compliance with all relevant statutory, tax, and regulatory requirements in the UK and any other jurisdictions in which the group operates.
- Liaise with auditors, tax advisors, and regulatory bodies during audits and reporting cycles.
- Maintain up-to-date financial policies and procedures across the group.

#### **Operational Finance**

- Manage accounts payable/receivable, payroll, and expense processes.
- Oversee and optimise financial systems, tools, and integrations (e.g., accounting platforms, ERP systems).
- Support procurement and contract financial reviews.

#### **Team & Stakeholder Management**

- Lead and develop finance staff and external providers (e.g., accountants/bookkeepers).
- Act as a key liaison between finance and other departments including HR, operations, and technology.

- Present regular financial updates to stakeholders and provide input for investor or client reporting where needed.
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## **Skills & Experience:**

### **Essential:**

- Qualified accountant (e.g., ACA, ACCA, CIMA) with at least 5–10 years of senior finance experience.
- Proven experience managing finances across multiple entities or a group structure.
- Strong understanding of UK financial, tax, and regulatory environments.
- Demonstrated ability to think strategically and act operationally.
- Excellent communication, leadership, and stakeholder management skills.

### **Desirable:**

- Experience in consultancy, scientific services, ESG, or SaaS environments.
  - Knowledge of R&D tax credits, grants, or other innovation finance mechanisms.
  - Familiarity with financial technology platforms and automation.
  - Language skills in French, Dutch, or Flemish is a distinct advantage, reflecting the group's international operations.
  - Knowledge of Belgian financial, tax, and regulatory environments is highly beneficial, particularly in support of cross-border compliance and operational alignment.
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### **Package:**

- Competitive salary
- Performance-based bonus
- Employee Shares Scheme
- Pension and benefits
- Flexible/hybrid working
- Professional development opportunities