

Job Description



Job Title	Finance Business Partner		
Reports To	Commercial Finance Business Partner	Team	Central Services
Normal Working Pattern (FTE)	Monday to Friday	Hours per week (FTE)	34.5

Core Behavioral Values		Core Company Values	
Honesty	Trustworthy and genuine	Ambitious	A strong desire and determination to succeed
Integrity	Adheres to moral principles and does the right thing	Collaborative	Teamwork
Respect	Show consideration for others and treats others with kindness	Original	Able to think of and carry our new ideas and concepts

Core Purpose
<ul style="list-style-type: none"> To provide excellent Management Information to aid optimal decision making, supporting the achievement of the best outcome for ACO. To act as a strategic partner to the Senior Leaders, ensuring robust financial management, meaningful analysis and forward-looking performance insight across the business.

Main Tasks & Responsibilities
<p>Commercial & Strategic Partnership</p> <ul style="list-style-type: none"> Serve as the primary Finance Business Partner for ACO Building Drainage, providing financial challenge and guidance to support both strategic and operational decision-making. Additionally, partner with the ACO Water Management and Operations teams, driving performance and efficiency. Influence pricing, margin and commercial strategy through robust analysis of product profitability, customer performance and market dynamics. <p>Financial Planning, Budgeting & Forecasting</p> <ul style="list-style-type: none"> Lead the development, ownership and delivery of the budget and rolling forecasts for ACO Building Drainage, the UK factories and product standard costs, ensuring alignment with divisional and group objectives. Provide forward-looking financial information, identifying risks, opportunities and performance drivers. <p>Performance Reporting & Insight</p> <ul style="list-style-type: none"> Deliver clear, insightful performance reporting as required and presentation of results to the management team. Define and maintain KPIs that improve operational excellence and commercial performance. <p>Pricing, Margin & Revenue Management</p> <ul style="list-style-type: none"> Oversee pricing governance, including list pricing, intercompany pricing and margin analysis, ensuring decisions optimise profitability and competitiveness. Manage and optimise the customer rebate framework, ensuring accuracy, transparency and commercial value. <p>Cost Control & Investment Review</p> <ul style="list-style-type: none"> Monitor customer marketing expenditure and other commercial investments, ensuring spend is aligned with strategic priorities and delivers measurable value. <p>Data, Systems & Continuous Improvement</p> <ul style="list-style-type: none"> Improve the development of PowerBI dashboards and other analytical tools to enhance reporting, data visibility and decision-making. Lead or contribute to financial improvement projects, process enhancements and system developments. <p>Governance, Compliance & Audit</p> <ul style="list-style-type: none"> Ensure compliance with PAS99, ISO standards and internal controls. Support year-end audit activities and maintain high standards of financial integrity.

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with management approval.



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Skills, Experience, Behaviours & Attributes

- Qualified accountant (ACCA, CIMA or equivalent) with strong post-qualification experience relevant to this role.
- Manufacturing and /or B2B sector experience is highly advantageous.
- Strong commercial awareness, with the ability to understand customer dynamics, competitive pressures and market drivers.
- Advanced Excel and data-handling capability, including large datasets, modelling and scenario analysis.
- Comfortable working with BI tools (e.g., Power BI) and open to adopting new technologies to improve insight and reporting.
- Strong understanding of margin drivers, pricing structures and financial controls.
- Builds strong, trusted relationships with senior managers, influencing decisions through effective communication, challenge and collaboration.
- Confident and proactive, willing to question assumptions, highlight risks and propose alternatives.
- Communicates with clarity and impact, tailoring messages to different audiences. Able to zoom out to the bigger picture while maintaining accuracy.
- Agile and adaptable, able to manage shifting priorities.
- Personable and approachable, fostering positive cross-functional relationships.

Key Accountabilities

- To play a full part in the life of the business to support the achievement of personal and company targets.
- To continuously promote and demonstrate through all actions and interactions, your commitment to the core company values and be accountable for own effort, motivation, and contribution.
- To be a trusted member who can work individually and as part of a team with common goals.
- To develop and carry out new ideas or concepts that are fresh, creative and unusual that bring positive benefits to both the company and its customers.
- To demonstrate unwavering honesty in your actions, uphold the highest standards of integrity in all you do, and show respect for colleagues and customers alike.
- To be a part of and contribute to a culture of inclusivity where you work in an environment where unique perspectives are not only acknowledged but celebrated, fostering a sense of belonging and recognition.
- Accountable for own Health & Safety and the Health & Safety of other employees.
- Act in a professional and courteous manner at all times.

DIGITAL KNOWLEDGE & EXPECTATIONS

■ Use core digital tools confidently

- Effectively use standard workplace tools (e.g. email, calendars, document creation and collaboration) to communicate and get work done.

■ Demonstrate digital professionalism

- Communicate appropriately online, manage digital workloads effectively, and represent ACO positively in all digital interactions.

■ Manage information responsibly and maintain awareness of digital safety

- Create, store, share and retrieve information accurately, securely and in line with data protection, confidentiality and security requirements.
- Follow ACO policies on cybersecurity, acceptable use, and data privacy, and complete required digital or security training.



■ Apply basic digital problem-solving and collaboration

- Work productively with others using digital collaboration tools, contributing clearly, respectfully and in a timely way in shared digital spaces.
- Use technology to solve day-to-day work problems, seek out help when needed, and adapt to new tools or updates with minimal support.

■ Commit to continuous digital learning

- Show openness to developing digital skills as tools, systems and ways of working evolve.

■ Use organisational apps appropriately (including on personal devices, where permissions allow)

- Confidently use required business applications (e.g. Workday, we.aco and other workplace apps), including access via personal devices where enabled, ensuring information is kept up to date, notifications are reviewed, and organisational security and acceptable-use guidance is followed.

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