

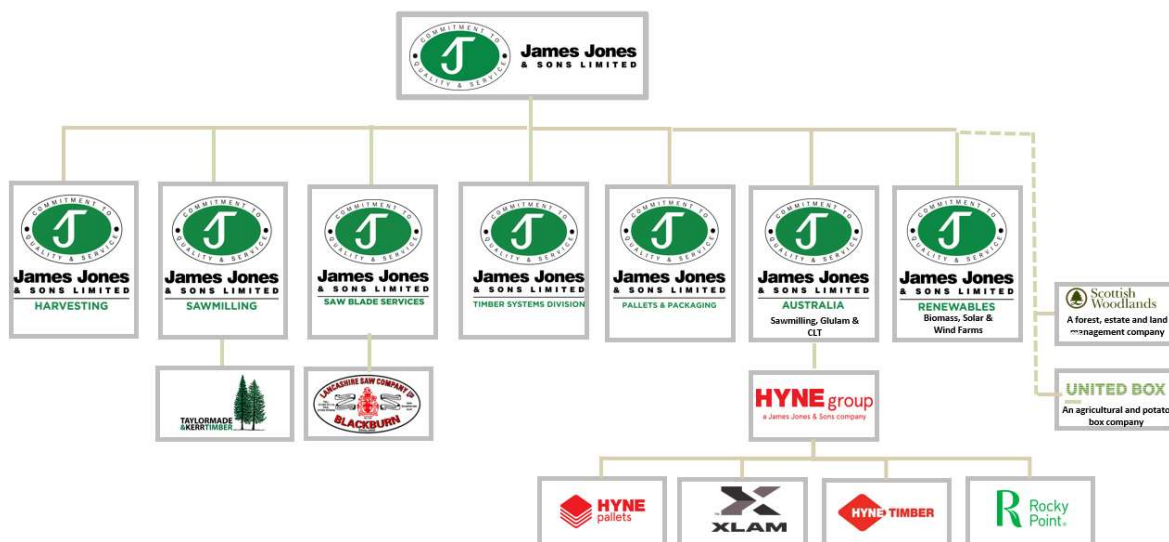


**James Jones
& SONS LIMITED**
PALLET & PACKAGING

About James Jones & Sons Ltd

James Jones & Sons Ltd is a 5th generation family business and one of the UK's largest and most progressive timber processing companies with core activities in timber harvesting, sawmilling, pallets & packaging, and distribution.

We operate from 27 sites across the UK, 19 Australian and 2 New Zealand sites and employ over 2,100 people. In the UK, we operate seven sawmills throughout Scotland and the North East of England: an engineered wood manufacturing plant in the north of Scotland and pallet and packaging operations at 15 sites across the UK. We produce high quality, British grown timber for the UK construction, landscaping, and agricultural sectors; market-leading JJI-Joists for the housebuilding and construction markets and pallets and packaging for blue chip domestic and exporting businesses.



Within James Jones & Sons (Pallets and Packaging) Ltd, we manufacture up to 7 million new pallets and repairs up to 30 million pallets per annum, benefitting from the most advanced manufacturing facilities in the UK, a national distribution network, and offer a complete range of pallets and specialist timber packaging to a wide range of sectors including FMCG, pharmaceutical, automotive and construction. This division has a turnover of £95m and net assets of £52m.

For further information about James Jones & Sons Ltd, visit www.jamesjones.co.uk

This opportunity has arisen as a result of our current FD retiring after a long and successful career of more than 17 years with James Jones.

The role

Job title: Finance Director, James Jones (Pallets & Packaging) Ltd (JJPL)

Location: Initially, this role will be based at Gateshead although we are planning to relocate to our new mill being built in Durham in Autumn 2026.

Reporting: Matrix arrangement, reporting to:

- Stuart Roberts: Group Finance Director, for technical and corporate matters.
- Peter McKenzie – JJPL Managing Director, on day-to-day matters for JJPL.

Purpose:

To provide strategic, financial, commercial, and operational support to the JJPL Managing Director, Group Finance Director, Sales Director, and the JJPL Board, ensuring alignment with the company's objectives and supporting the continued growth and success of the Pallets & Packaging division.

Key aspects of the role:

1. Financial Management and Reporting:

- Provide management accounts and key financial analysis for the entity.
- Lead the preparation and presentation of the annual budget, ensuring clear commercial input.
- Actively contribute to all quarterly Board meetings, providing strategic insights, financial updates, and operational considerations. Prepare papers and minutes.
- Ensure robust internal financial processes and governance compliance.
- Manage cash flow to ensure the company is in line with Group financial parameters.
- Oversee the timely production of statutory accounts, coordinate year-end audit and corporate tax work, including VAT and R&D tax credits.

2. Commercial and Operational Support:

- Facilitate collaboration between the finance department and the commercial and operational functions, ensuring financial implications of business decisions are considered.
- Support pricing and cost structure decisions to improve commercial outcomes and profitability.
- Lead financial involvement in new business development and bidding processes, including evaluating commercial proposals and providing financial forecasts.

- Engage in operational planning, offering financial insights on production costings, efficiency, and resource allocation.
- Identify and report on operational risks, recommending appropriate financial controls to mitigate them.

3. Leadership and Team Management:

- Lead the finance function, ensuring the team deliver exceptional service to internal and external stakeholders.
- Support the professional development of those in your team, providing the required development and opportunities to reach their potential.
- Role model our values of collaboration, ambition, respect and excellence. Demonstrate these values at all times and constructively challenge those who don't.
- Build a culture of financial awareness across the company by providing training and support to non-financial colleagues.

4. Sales & Industry Affairs Director Support:

- Work closely with the Sales & Industry Affairs Director to develop pricing strategies, ensuring that financial targets align with sales goals.
- Analyse sales performance data, offering financial insights to optimise sales efforts and improve profitability.
- Assist in the development of sales forecasts, aligning financial planning with sales pipeline expectations.
- Support the Sales Director in reviewing and improving sales contracts, providing input on terms and conditions that impact revenue and profitability.
- Monitor and report on key sales metrics, identifying trends and advising on actions to improve financial performance.
- Work collaboratively with the Sales team to assess new business opportunities and identify risks in sales processes or customer contracts.

5. IT System Integration and ERP Support:

- Work closely with the IT team to ensure that Business Central ERP system is effectively integrated with the financial processes across the company.
- Drive continuous improvements in the ERP system to enhance reporting accuracy, efficiency, and decision-making.
- Collaborate with the IT department to ensure that financial data flows seamlessly between departments and that the system supports the needs of the finance team.

- Oversee the alignment of financial processes with Business Central, ensuring data integrity and efficient system usage.
- Participate in any ERP system upgrades or changes, ensuring financial functions are not disrupted, and improvements align with strategic objectives.

6. Operational Strategy:

- Continuously assess and improve the company's operational performance, with an emphasis on cost control, efficiency improvements, and profitability.
- Monitor key performance indicators (KPIs) across operations and finance, ensuring effective tracking and reporting.
- Provide insights and recommendations for operational improvements, ensuring alignment with financial objectives.

7. Acquisitions and Corporate Finance:

- Assist in acquisitions, including business valuations, financial and commercial due diligence, and legal negotiations.
- Lead integration of financial reporting, procedures, and systems for newly acquired businesses.

8. Governance and Compliance:

- Maintain compliance with all corporate tax payments and submission of returns.
- Ensure financial systems are robust and efficient across all departments.
- Oversee the insurance renewal process and provide insurance information for all JJPL locations.

Additional Information

Key stakeholders:

- **Internal:** Board, Directors, General Managers, Finance team, Sales & Industry Affairs Director, Commercial Team, IT Team.
- **External:** Customers, Professional Advisors, Auditors, Lawyers & Suppliers.

Finance Team:

- The finance team within Pallets & Packaging includes:
 - Financial Controller
 - Finance Manager
 - Management Accountant
 - Accounts Payable team x3

- Accounts Receivable
- Accounts Assistant

Person specification

We are particularly keen to speak to individuals who are:

- **Commercially astute** with a focus on driving financial performance through operational insights.
- Proficiency in financial reporting and the ability to **interpret complex financial information**.
- Highly experienced and **motivational leader**, competent in leading through change and nurturing colleagues to high performance.
- Proactive and strategic thinking with the ability to **influence** decision-making at all levels.
- A strong **communicator** with the ability to engage with various teams across the Group.
- Ability to work under pressure and meet deadlines.
- Ability to travel as there will be occasional meetings with suppliers, customers and colleagues.
- Proficiency in financial software systems, including ERP systems like Business Central.
- Hold personal **values** that align with our own: collaboration, ambition, respect and excellence.

Remuneration:

Salary is dependent on experience and skills.

Car allowance.

Annual discretionary bonus based on personal performance and company performance.

Pension, which can be topped up with salary sacrifice.

Death in service x4.

33 days annual leave including shutdowns.

Access to our employee benefits platform giving access to services such as free physiotherapy and counselling as well as discounts for retailers and leisure.

Selection Process:

Please contact Daniel Bloxham at Nigel Wright and forward your CV to

Daniel.bloxham@nigelwright.com

First stage interviews will take place with Stuart Roberts, Group Finance Director and Peter McKenzie, Managing Director Pallets & Packaging.