BritishRedCross

SENIOR ACCOUNTING MANAGER

Job Level	**L6**	**Kornferry Function**	*FA19*
Directorate	**FINANCE**	**Function/Service**	**FINANICAL CONTROL**
Direct Reports	**4**	**Indirect Reports**	**0**
Line Manager Title	**FINANCIAL CONTROLLER**	**Budgetary Responsibility**	*£0k*

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in Our Leadership Framework - RedRoom.

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. Our Leadership Framework - RedRoom, along with Our values and behaviours - RedRoom and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about Equity, Diversity & Inclusion (EDI) at the British Red Cross - RedRoom here.

Role description:	
Purpose	The Senior Accounting Manager is responsible for managing and overseeing the accounting processes for specific directorates within British Red Cross, ensuring accuracy, compliance with accounting standards, and driving forward efficiencies in process. They are the responsible lead for all donor reporting in the directorate (c £100m). The role holder will manage a team of accountants and oversea month and year-end processes, balance sheet reconciliations, annual returns, audit queries, as well as minimising any financial control weaknesses in these areas to ensure strong financial compliance. The role will be required to support the strategic development of the financial control function by developing policy and procedures and ensuring that these are delivered through robust processes. The role will be required to interpret external regulatory and statutory guidance and develop new systems that ensures accounting practices remain compliant.
Key Responsibilities	**Financial Control, Compliance and Governance** • Lead the delivery of robust financial control processes across assigned directorates (value > £100m), ensuring compliance with accounting standards, regulatory requirements, and organisational policies. • Develop, implement, and maintain financial policies, procedures, and controls that support effective governance and minimise financial risk. • Ensure balance sheet reconciliations, statutory returns, and financial reporting requirements are completed accurately and on time. • Identify control weaknesses and implement corrective actions to strengthen financial compliance and operational effectiveness. • Partner with internal and external auditors to coordinate audit activity, resolve queries, and ensure timely completion of agreed actions. **Financial Accounting and Reporting**

	• Oversee month-end and year-end close processes, ensuring the accuracy, integrity, and completeness of financial information. • Provide expert financial accounting guidance across the organisation, supporting the consistent application of accounting principles and policies. • Review and analyse financial data to identify trends, risks, and opportunities for improvement. • Lead the production of external reporting to donors and similar organisations. • Ensure financial records and reporting outputs support informed decision-making and organisational objectives. **Business Partnering and Financial Advice** • Provide specialist financial advice to senior stakeholders, supporting strategic decision-making and organisational change initiatives. • Interpret and apply complex financial policies and procedures, resolving issues and providing practical recommendations. • Use financial and operational data to assess business impacts, identify risks, and recommend appropriate actions. • Support contract, project, and funding activities by providing financial guidance that ensures compliance with organisational frameworks. **Leadership and Continuous Improvement** • Lead, develop, and motivate a high-performing team of finance professionals, fostering engagement, accountability, and professional growth. • Set clear objectives, monitor performance, and provide coaching and development opportunities to enhance capability. • Promote continuous improvement through the simplification, standardisation, and automation of finance processes. • Contribute as a member of the Financial Control leadership team, supporting the delivery of strategic priorities and the continuous enhancement of the control environment. • Build financial awareness across the organisation by leading the development of training, guidance, and knowledge sharing. • Responsible for being an active stakeholder or leading multi-disciplinary teams to initiate and implement change and development programmes.
Know-how	**Essential Criteria** • Fully qualified accountant (ACA, ACCA, CIMA or equivalent qualification or experience) with strong technical financial accounting knowledge, including financial controls, governance and compliance requirements. Significant experience leading, developing and motivating teams within a complex finance environment. • Proven ability to develop and implement financial policies, procedures, and control frameworks. • Excellent analytical skills, with the ability to identify risks, challenge assumptions, and recommend practical solutions. • Strong communication and stakeholder management skills, with the ability to influence, challenge and advise senior leaders and non-financial audiences. • Experience using finance systems and data analysis tools to improve reporting, controls, and decision-making. **Desirable Criteria** • Experience supporting audit programmes and managing relationships with internal and external auditors.

	• Experience driving process improvement, systems development, or finance automation initiatives. • Experience providing financial support for contract management, funding arrangements, or bid development activities.
Additional Requirements	Prepared to travel in the UK. Approximately monthly, this may involve an overnight stay.

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/**None**
PVG- Scotland	Adult/ Child/ Adult & Child/ **None**
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/**None**
Driver Check	Yes/**No**
International Roles Only	
International Police Check	Yes/**No**
International Driving Licence for manual cars	Yes/**No**

Role Reference		**Review Date**	

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.