



Gilbert Gilkes & Gordon Ltd

Candidate Brief



Background

Gilkes delivers innovative, single source solutions to the Small Hydropower & High Horsepower Engine markets.

Working meticulously with our customers to ensure the very best in product design, total cost of ownership & operational excellence, our range of hydropower turbines and engine cooling pumps deliver solutions to meet the most demanding of technical specifications and environments.

With international credentials earned in over 85 countries, a Royal Warrant and over 165 years of design and manufacturing experience behind us, we are small enough to be agile and responsive, whilst large enough to have the technical and engineering competence needed to be one of the world's leading brands.

Headquartered in Kendal in the English lake district, Gilkes is an independently owned business with circa 160 employees across the world.

We have manufacturing sites in Kendal and Houston, Texas as well as a sales office in Tokyo, Japan.

Our Purpose

Our values-based approach has been shaped from a 165 year heritage as a family-owned business. We believe in developing ethical business relationships with a positive environmental focus that bring about long-term sustainable success. Our people are committed to ensuring that Gilkes' products make a meaningful difference & provide a platform for the transition to a low carbon economy.

People & Culture

We strongly believe that our people are the ultimate differentiator & are at the heart of everything we do. It is their passion, creativity, hard work & dedication that enables Gilkes to grow & prosper.

Gilkes invests in its people & in developing a positive organisational culture.

Our four key values are:

- Teamwork
- Integrity
- Excellence
- Commitment

Current Position & Context

Gilkes is moving fast to adapt to an ever-changing economic environment, ensuring we continue to be relevant in our chosen markets.

The organisation recently carried out a strategic review & adjusted its cost base in response to the pandemic.

Pumps is seeing growth & we have had huge interest in our new small marine pump from all of the big players including Caterpillar, Volvo, Scania & John Deere.

The small Hydro market is trending towards energy recovery & we are well placed to fully exploit this with our current product portfolio.

The Hydro aftermarket, especially in the UK, offers real growth prospects for Gilkes and we are aligning Service, Modernisation and Electrical to take full advantage of these opportunities.

Our Business Model & Strategy

<p>What we do...</p> <p>We leverage opportunities through our expertise, dedication & agility</p>	<p>Client Acquisition & Development</p> <ul style="list-style-type: none"> • Our customer-facing teams build & maintain a dialogue with clients based on openness & transparency • We build & maintain our customer relationships based on ethical behaviour 	<p>Project Delivery</p> <ul style="list-style-type: none"> • Our aim is to deliver projects 100% on-time-in-full • A formal process exists to ensure the most efficient use of resources & competencies 	<p>Product Life Cycle Management</p> <ul style="list-style-type: none"> • We actively manage & support our products as they transition through their life cycle from New >> Spares >> Service >> Refurbishment
<p>How we do it...</p> <p>We continually improve our products & services to support our customer's success</p>	<p>Customer Service</p> <ul style="list-style-type: none"> • When required by our customers, we go the extra mile without question • We stand by our products & believe in doing what we said we would do 	<p>Focus on Productivity</p> <ul style="list-style-type: none"> • Business Excellence is embedded throughout the organisation • We critically review our end-to-end business processes to eliminate non value-added practices 	<p>Expanded Offerings</p> <ul style="list-style-type: none"> • Expanding our product offerings to meet our customers' needs • Offering solutions with unique value propositions
<p>Our competitive advantage...</p> <p>We strive to maintain a high performance workplace for our employees to excel</p>	<p>Our People</p> <ul style="list-style-type: none"> • We believe our people are the ultimate differentiator • We are working to create a culture of empowerment & achievement 	<p>Our Processes</p> <ul style="list-style-type: none"> • High productivity is a competitive advantage • Our processes are designed & managed to optimise stakeholder value 	<p>Our Agility</p> <ul style="list-style-type: none"> • We use mechanisms to identify changes in the external environment & translate these into potential opportunities • We are continually developing our technology portfolio to meet these opportunities

Structure & Governance

The Board	
Approves strategy & leads Gilkes to achieve long-term success	
Chair <ul style="list-style-type: none"> Leads the Board & ensures it operates effectively Maintains a culture of openness & debate Ensures effective dialogue between the Board 	Executive Directors <ul style="list-style-type: none"> Day-to-day management of the business Implementation of strategy

The Management Team	
<p>Responsible for the ongoing management of the business. Runs the business day-to-day & delivers performance in line with the strategic plan. Meets on a monthly basis led by the CEO.</p>	<ul style="list-style-type: none"> Responsible for the development & delivery of business plans & forecasts Monitoring of operational & financial performance Health & safety management Improving quality standards

Some of Our Customers

Hydro

				
				
				

Pumps

				
				
				

The Appointment

Role Title	Financial Controller
Reporting to	Finance Director
Company	Gilbert Gilkes & Gordon Ltd
Website	www.gilkes.com
Based	Kendal, Cumbria
Remuneration	£46,736 to £56,650 (depending on experience)
Other Benefits	Generous pension scheme, private medical cover, life assurance, flexible annual leave scheme

Overview

Gilkes is looking to appoint a motivated, enthusiastic and hands-on Financial Controller to take full ownership of the finance function and develop strong, collaborative working relationships across the business.

Reporting to the FD, the role forms part of the Senior Management Team and has regular liaison with other business process owners and third parties.

Responsibilities

- Produce quality and timely financial and group reports, management information & insightful commentary and present to SMT
- Manage budget & monthly rolling forecast activities
- Treasury management – cash collection, forecasting & FX management
- Manage the external audit, statutory accounts production & all VAT/tax returns
- Support operational management with financial analysis & understanding and project appraisals
- Mentor and manage the finance team

Person Specification

You will possess strong technical accountancy skills, be able to demonstrate a sound understanding of financial control and be passionate about leading improvement by increasing financial awareness across the business.

You will be approachable, diplomatic and authentic with the ability to inspire and lead others.

The role requires a self-motivated individual with a positive and enthusiastic approach, and a 'can-do' attitude.

The Role

Working closely with the Finance Director and senior team this role will be pivotal in delivering improved reporting and financial understanding throughout the business to support profitable growth.

The role offers a high level of autonomy and the opportunity to develop and lead a first-class finance function.

Expectations

- Act as the ambassador for the finance function and engage proactively & positively across the business
- Work with the Senior Management Team to implement business strategies
- Support development of processes, systems, and controls to achieve efficiencies and profitable growth

Experience/personal skills

- Qualified Accountant (ACA, ACCA or CIMA) with a background of academic achievement
- Strong data analysis skills and experience working with an MRP/ERP system (IFS/SAP/Oracle or similar)
- Experience working in a manufacturing, engineering, or contracting sector is beneficial
- Ability to think critically and resolve problems
- First class interpersonal and communication skills with the ability to interpret financial data for non-financial managers
- Demonstrated management & leadership skills