



<https://www.fdcapital.co.uk/job/fractional-finance-director-fractional-finance-director-hertfordshire/>

Fractional Finance Director Hertfordshire

Description

Location: Hertfordshire (On-site with flexible hybrid options)

Contract: Fractional 2 – 3 days per week

About Us

We are a fast-growing pharmaceutical wholesaler based in Hertfordshire, supplying licensed medicines and healthcare products to UK and international markets. Operating within a highly regulated environment, we are entering an important phase of organisational and financial transformation. To support this next stage of growth, we are seeking an experienced **Finance Director** who can lead both day-to-day financial operations and a significant programme of financial and operational transformation.

Role Overview

This is a strategic leadership role requiring an FD who excels in change management, system and process optimisation, and building strong financial foundations in a regulated, fast-paced wholesale environment. The successful candidate will take ownership of improving financial controls, cash flow visibility, reporting quality, and operational efficiency—while supporting sustainable growth.

Responsibilities

Key Responsibilities

Financial Transformation & Process Improvement

- Lead a company-wide financial transformation programme, improving processes, controls, and visibility.
- Redesign and implement financial systems, workflows, and reporting structures to enable scalability.
- Introduce automated tools and modern financial technologies to reduce manual processing.
- Strengthen audit trails, documentation, and control frameworks aligned with GDP and MHRA expectations.
- Develop clear KPIs, dashboards, and real-time reporting to support better decision-making.

Strategic Financial Leadership

- Shape and execute the organisation's financial strategy in line with growth and efficiency goals.
- Provide commercial insight to the board and challenge assumptions with data-driven analysis.
- Drive scenario planning, risk assessment, and long-term financial modelling.

Hiring organization

FD Capital

Employment Type

Part-time

Beginning of employment

1st December 2025

Duration of employment

Perm

Industry

Pharmaceuticals

Job Location

Hertfordshire

Working Hours

9-5

Base Salary

£ 700 - £ 700

Date posted

November 13, 2025

Valid through

30.11.2025

Cash Flow & Working Capital Optimisation

- Lead transformation of cash flow forecasting, monitoring, and reporting.
- Improve working capital management, specifically in inventory-heavy operations.
- Optimise supplier terms, purchasing cycles, and rebate structures to stabilise liquidity.
- Implement proactive credit control processes and reduce aged receivables exposure.

Financial Control & Reporting

- Ensure accurate, timely management accounts and statutory reporting.
- Build a robust month-end process, including margin, variance, and product profitability analysis.
- Strengthen stock valuation methodologies and inventory accounting.
- Oversee external audits and ensure full compliance with regulatory and tax requirements.

Regulatory & Compliance Alignment

- Ensure finance processes meet MHRA and GDP compliance requirements.
- Work closely with quality, regulatory, and operations teams to ensure alignment during audits or inspections.

Commercial & Operational Partnership

- Support procurement and purchasing strategies through clear financial insight.
- Analyse pricing, product lines, rebate agreements, and supply chain cost drivers.
- Assess commercial opportunities including new product ranges, market expansion, or acquisitions.

Team Leadership & Organisational Development

- Transform the finance team into a high-performing, proactive function.
- Mentor and upskill staff to work with improved processes, systems, and controls.
- Foster a culture focused on accuracy, accountability, and continuous improvement.

Qualifications

Experience & Skills Required

- Qualified accountant (ACA, ACCA, CIMA or equivalent).
- Experience as a Finance Director or senior finance leader in pharmaceuticals, healthcare distribution, FMCG, or regulated wholesale.
- Proven track record of **leading financial transformation**, including systems, processes, and reporting improvements.
- Strong understanding of cash flow management and working capital in a stock-intensive business.
- Ability to work hands-on while also operating strategically at board level.
- Excellent communicator capable of leading change and influencing across departments.

- Experience implementing modern finance technologies (ERP improvements, automation, dashboards).

Job Benefits

What We Offer

- Opportunity to lead a high-impact transformation programme within a growing organisation.
- A pivotal role shaping the financial and operational future of the business.
- Competitive salary and benefits package.
- A collaborative environment committed to modernisation and continuous improvement.