https://www.fdcapital.co.uk/job/interim-financial-controller-transformation-debtors-focus/

Interim Financial Controller – Transformation – Debtors Focus

Description
Contract Length: 6 months
Start Date: January 2026
Location: London – hybrid working, with an on-site presence required initially
Rate: Up to £600 per day (inclusive)

Overview

We are supporting a well-established UK professional services organisation with revenues of approximately £30m, which is performing strongly commercially but requires decisive financial leadership to resolve legacy operational finance challenges.

This role calls for a **hands-on Interim Financial Controller** with a demonstrable track record of transformation — particularly in **repairing debtor positions, instilling financial discipline, and rebuilding management reporting** in complex partner-led environments.

The Mandate

You will be brought in to **reassert control, restore confidence in the numbers, and modernise the finance function** so it can properly support future growth and investment readiness.

This is a visible, authoritative role working closely with the CFO, partners, auditors, and the wider finance team.

Responsibilities

Key Objectives & Responsibilities

Phase 1: Stabilisation & Control (First 6–8 Weeks)

- Take ownership of trade debtor performance, introducing robust aged debt review routines and enforcing clear accountability for collections
- Drive a material reduction in overdue receivables, with a specific focus on reducing 60+ day debt
- Act as senior finance lead through the year-end audit process, ensuring balance sheet integrity and providing credibility and confidence to external auditors
- Bring order and predictability to the month-end close and management accounts process
- Review the structure, capability, and ways of working within the finance team and reset roles where required

Hiring organization
FD Capital

Employment Type
Full-time, Temporary

Beginning of employment
1st January 2026

Duration of employment
6 months

Industry
Professional Services

Job Location
London, South East, United Kingdom

Working Hours
9-5

Base Salary
£ 500 - £ 600

Date posted
December 12, 2025

Valid through
31.12.2025

- Build trust quickly with senior stakeholders through clarity, pace, and delivery

Phase 2: Transformation & Build (Remainder of Contract)

- Support the CFO-led budgeting and planning cycle for the upcoming financial year
- Redesign management information so it is accruals-based, timely, and genuinely useful for decision-making
- Re-engineer historic reporting to correct distorted trends caused by prior cash accounting and audit-only adjustments
- Fully leverage the organisation's practice management system to deliver enterprise-quality reporting
- Define and document core financial controls, policies, and processes
- Introduce a clear KPI suite covering areas such as lock-up, utilisation, pricing recovery, and partner performance
- Develop board-level reporting that goes beyond compliance and provides commercial insight
- Ensure all changes are clearly documented and handed over for a smooth transition to a permanent Financial Controller

Qualifications

Required Experience & Profile

- Proven Interim or senior Financial Controller experience within professional services (legal, advisory, consulting, or similar)
- Strong history of **successfully reducing delinquent trade debt** and implementing effective credit control frameworks
- Comfortable challenging senior fee-earners and partners on financial discipline and collections
- Deep operational finance expertise, including audits, balance sheet control, and reporting rebuilds
- Experience extracting value from underused finance or practice management systems
- Calm, authoritative presence able to stabilise teams without creating disruption
- A natural coach who leaves teams and processes stronger than they were found
- High standards mindset, able to deliver "institutional-quality" finance in non-PE environments

Job Benefits

Why This Role?

- A genuine transformation assignment with clear objectives and measurable outcomes
- Strong sponsorship from an engaged CFO
- Authority to fix what needs fixing
- Opportunity to create a finance function that actually works — operationally and strategically
- A well-defined engagement with a clear end point and legacy

Contacts
FD Capital are a leading Financial Controller Recruiter