

Recruitment person specification

Post being recruited for: Financial Controller

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Ability to lead statutory financial reporting and ensure compliance with all relevant accounting standards and legislation	Experience of leading financial reporting within a public sector organisation
Knowledge, skills and understanding	Strong knowledge of financial accounting, statutory reporting and financial control within a large, complex organisation Detailed understanding of local government accounting requirements and regulatory frameworks Strong understanding of governance, audit and assurance frameworks Ability to design and maintain robust financial control environments Strong understanding of risk management, including fraud prevention and mitigation Ability to interpret complex financial information and provide clear, accurate advice to senior stakeholders	Knowledge of group accounting, including subsidiaries, joint ventures and ALEOs Awareness of best practice in public sector financial control and assurance Understanding of emerging risks and developments in financial governance and compliance
Qualifications and training	Professionally qualified accountant (e.g. CIPFA, ACCA, ICAS or equivalent)	Evidence of continuing professional development

Job specific requirements	Ability to lead and manage audit processes, working effectively with internal and external auditors Ability to establish and maintain strong financial controls and governance frameworks across the organisation Strong leadership skills, with the ability to manage and develop professional teams Ability to provide clear financial advice and assurance to senior leaders and elected members High level of attention to detail and commitment to accuracy and integrity Ability to work collaboratively across services and with external partners	Experience of managing complex accounting issues or group structures Experience of supporting organisational change or system implementation
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