

Salacia

OF GREAT BRITAIN

Head of Finance

Location: Cranbrook, Kent – on-site

Reporting to: Managing Director

Salary: Competitive, dependent on experience

About Salacia

Salacia is a premium bathroom supply business based in Cranbrook, Kent, working across retail, contracts and trade. We've grown well, by doing things properly. We're now experiencing our next phase of growth and we need someone to spearhead the finance department.

The Role

Salacia is scaling fast across retail, trade and projects. We need a Head of Finance who can own the numbers, impose discipline, build structure, and give the MD absolute clarity on performance, cash, risk and opportunity.

You will sit at the heart of decision-making. If you like clean data, commercial impact, and being listened to – this is for you.

Core Responsibilities

Financial Control & Reporting

- Full ownership of monthly management accounts – accurate, on time
- Cashflow forecasting and control (weekly and monthly)
- Margin analysis across Retail, Trade Counter and Projects
- Oversight of payroll, commissions, bonuses and cost control
- Balance sheet integrity – debtors, creditors, stock, accruals
- VAT, statutory compliance, year-end and external accountants
- Keep tight reins on accounts receivable
- Ensure prompt supplier payments are made and reconciled

Commercial Insight

- Translate numbers into clear, blunt commercial insight
- Evaluate ROI on hires, showrooms, marketing and capital spend
- Scenario planning for growth, risk and investment decisions
- Act as financial conscience of the business – say “no” when needed
- Negotiations with suppliers; terms, rebates

Systems, Process & Discipline

- Tighten and automate finance processes (ERP, reporting, controls)
- Own forecasting, budgeting and rolling projections

- Improve data quality and reporting consistency across the group
- Reduce friction between finance, sales and operations
- Run small team of accounts administrators

Leadership & Ownership

- Lead and develop the finance function
- Set standards – accuracy, accountability, deadlines
- Be trusted by the MD as a thinking partner, not just a reporter

What We're Looking For

Essential

- Proven senior finance role in an SME or growth business, or experience within a accountancy practice
- Strong commercial brain – not just technical accounting
- Hands-on operator who's happy in the detail but thinks big
- Comfortable challenging founder and senior leadership
- Excellent Excel and financial modelling skills
- UK accounting and tax knowledge
- Experience using Xero or similar accounting package

Highly Desirable

- Experience in retail, trade, construction or projects-based businesses
- Exposure to ERP systems and process automation
- Experience supporting a founder-led business through growth
- Experience taking company right through an audit

Personality Fit

- Calm, structured, unflappable
- Direct communicator
- Enjoys building order out of chaos