



ENERGY &
UTILITY SKILLS



Candidate Briefing Pack

CLIENT:	Energy and Utility Skills Limited
ROLE:	Group Finance Director
PENNA CONSULTANT	Andrew Tromans (07805 226301 / andrew.tromans@penna.com)
APPLICATIONS DEADLINE	Sunday 1 st December



Contents

1. Background To The Role
2. Vision, Purpose, Values & 2030 Goals
3. Advert
4. Structure Chart
5. Role Profile
6. How to Apply



Background to the role

Everyday over 68 million people in the UK rely on the energy and utility industries to provide services that are essential to the health, safety and prosperity of every person and business in the UK. These industries are central to the achievement of the UK's net zero and sustainability ambitions to reduce carbon emissions and to protect and enhance our environment.

Energy & Utility Skills Group is a not for profit company with a clear purpose, to deliver a safe, skilled and sustainable workforce with energy and utility industries. As the industry skills voice and standard setting body, achieving this purpose supports our vision of skills for a greener world.

We collaborate with industry and strategic stakeholders to provide the skills voice of energy and utility industries, positioning us at the heart of the UK Government's planning for the development and delivery of clean energy jobs and environmental sustainability. Our industry services focus on technical and safety-related skills, including membership and industry developed schemes. We are an Ofqual-regulated awarding organisation delivering end point assessment and qualifications. These services help employers attract, develop and retain the workforce needed today, and identify the emerging industry skills needs.

Based in Solihull and employing over 75 staff, Energy & Utility Skills is a company limited by guarantee with its profits reinvested in support of our vision and purpose.

With a turnover of £9m, the company has achieved year on year above target financial performance. Our strategy sets clear long-term goals across four strategic pillars:

1. **Employer of choice.** An inclusive organisation that attracts, develops and retains the very best and diverse talent available.
2. **Skills Voice of Industry.** The 'go-to' specialist organisation for green skills issues for Government, Agencies, Industry and press.
3. **Convene & Collaborate.** Setting industry standards, driving best practice and innovation to meet existing and future skills needs and emerging green priorities.
4. **Service Excellence.** We attract and retain high membership levels and industry draws extensively on our unique industry services.

With an ambitious growth strategy that builds on our success and reflects the instrumental role we play in meeting the skills challenges and opportunities facing our industries, this is a really exciting time to join Energy & Utility Skills.





Vision, Purpose, Values & 2030 Goals

Skills for a greener world

Delivering a safe, skilled and sustainable workforce with energy and utility industries



Employer of Choice

We are proud to represent our business, work as a team to achieve our vision and live our culture and values. An inclusive organisation that attracts, develops and retains the very best and diverse talent available.



Skills Voice of Industry

As specialists, we work with partners to define skills needs and the impact of the greener economy, providing an authoritative skills voice. The 'go-to' specialist organisation for greener skills issues for Government, Agencies, Industry and press.



Convene & Collaborate

We set industry standards, drive best practice and innovate to meet existing and future skills needs and emerging green priorities. Diversification into targeted new market areas complete, with new services tailored to meet greener skills needs.



Service Excellence

We provide high quality, industry-focused, specialist services that are recognised for their relevance, consistency and reliability. We attract and retain high membership levels and industry draws extensively on our specialist services.



Advert

Group Finance Director, Energy & Utility Skills Ltd

Salary: £90,000 + Car Allowance + Bonus + Benefits

(Hybrid-working, alternative / flexible working options are available)

A unique opportunity to lead the financial strategy of an organisation at the heart of the UK's energy and utilities transformation, contributing to the sector's workforce and sustainability goals.

The role

As Group Finance Director of Energy & Utility Skills, you will be responsible for the strategic leadership of the financial and commercial activities that underpin our ambitious growth and purpose. Reporting directly to the CEO and as part of the executive team, you will play a crucial role in supporting the organisation's strategy while ensuring robust financial governance and performance.

Your responsibilities will include:

- Leading the finance and management reporting functions, delivering budgets, financial reports, and advising on financial strategy.
- Partnering with the CEO and executive team to drive the organisation's long-term goals and operational success including leading market analysis to determine the group's market potential.
- Overseeing the development of annual business plans and risk registers, ensuring financial performance targets are met.
- Managing cash flow, treasury functions, and financial governance, while providing commercial insights to guide business decisions.
- Ensuring compliance with statutory and regulatory requirements, including serving as Company Secretary and overseeing data protection, business continuity and disaster recovery.
- Leading the data and information technology functions including the development and implementation of the company's digital and cyber strategies.

Energy & Utility Skills

Energy & Utility Skills is a not-for-profit organisation dedicated to delivering a safe, skilled, and sustainable workforce for the energy and utilities sectors. We are the industry's voice on skills, providing critical services such as technical qualifications and end point assessments, and supporting employers in attracting, developing, and retaining the workforce needed to meet today's challenges and future demands.

As the recognised standard-setting body for the sector, we are at the forefront of driving the UK's green skills agenda and supporting the nation's transition towards net-zero. With over 75 employees



based in Solihull and a turnover of £9m, we reinvest all profits to further our mission and ensure our industries are equipped to thrive.

Candidates

This role is ideal for a senior finance professional with proven commercial acumen and experience driving financial strategy within a growing business, looking for a remit that is broader than just finance. You will bring excellent financial analytical skills, the ability to influence key stakeholders, and a passion for developing high-performing teams. A recognised accounting qualification (ACA, ACCA, ACMA, CIMA, etc.) is essential, along with experience in negotiations, contract management, and IT oversight.

Next Steps

If you are ready to play a pivotal role in shaping the financial future of Energy & Utility Skills, we'd love to hear from you.

For a confidential discussion, please contact Andrew Tromans at 07805 226301 or andrew.tromans@penna.com.

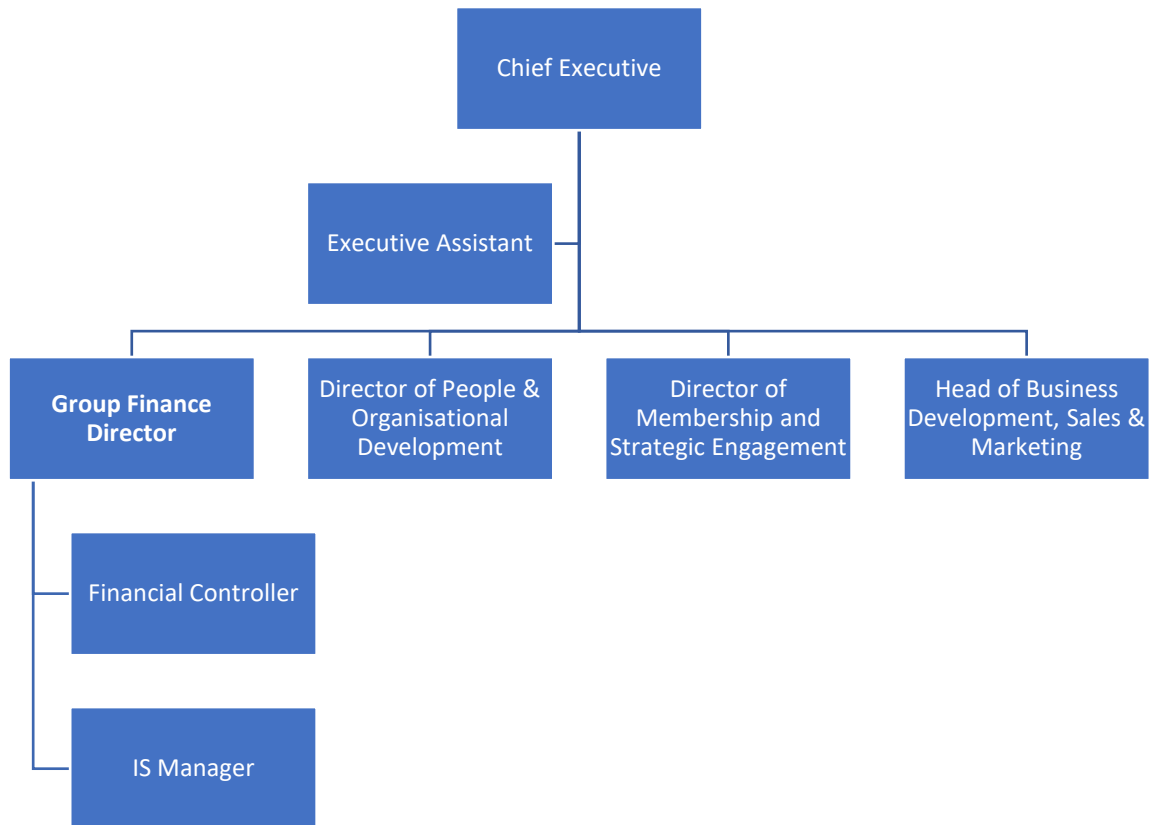
To apply, a CV and cover letter that outlines your suitability for the role should be submitted by Sunday, 1st December via: [Group Finance Director](#)

Energy & Utility Skills Limited is an equal opportunity employer.

Visit www.euskills.co.uk for more information.



Structure Chart





Role Profile

Role:	Group Finance Director, Energy & Utility Skills
Reports To:	Chief Executive
Direct Reports:	Financial Controller, IS Manager
Location:	Solihull (whilst hybrid working arrangements are available, the role will require circa 1-2 days / week in the office)
Salary:	£90,000
Benefits:	Car allowance of £6k; Up to 30% bonus potential; Long Term Incentive Plan; 27 days holiday (increases with service); Private Medical Allowance, Contributory Pension Scheme, Life Assurance (4 x salary)

Key accountabilities:

- Leadership of the finance and management reporting function, delivering to the Board the preparation of budgets, financial reports and providing advice and guidance on financial strategy
 - Supporting and partnering with the CEO and executive team to deliver the company strategy.
 - Development and management of annual business plan and risk register approved by the Board.
 - Leadership of finance and commercial activities undertaken across the Group including the timely provision of all relevant management and budgetary information.
 - Ensuring the performance of the Group delivering financial targets including growth, contribution, cash and budgets; making recommendations for improvement, investment decisions, ROI and remedial action.
 - Reviewing and interpreting business performance, including risk and opportunity with significant involvement in commercial growth.
 - Ensuring appropriate financial and commercial governance and the effective management of external audit and banking relationships.
 - Taking responsibility of cash and treasury management and the efficiency of direct and indirect taxes.
 - Undertaking senior level contract and legal negotiations where appropriate and ensuring contractual arrangements with customers, suppliers and partners offer long term value for the business.
 - Ensuring appropriate financial accounting policies and controls are in place with successful external audit outcomes.
 - To be the custodian of statutory and regulatory financial requirements; Company Secretariat, tax returns and reports for government and regulatory agencies.
 - To oversee data protection including associated policies and processes.
 - Responsibility for the Business Continuity and Disaster Recovery Plans including content maintenance, robustness and testing.
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- Leadership of data and information technology including the development and implementation of the company's digital and cyber strategies.
- Ensuring data management and reporting across the company.
- To support the continued development of the Finance and IS teams.

Person Specification

Essential experience:

- Proven experience in growing a business in the commercial arena is essential. Working within an SME is preferred but not essential.
- Experience of building and maintaining strong relationships with internal and external customers and key business stakeholders.
- Outstanding team management ability with experience of developing high performing teams.
- High levels of personal integrity and personal resilience.
- Experience of delivering formal reports and presentations both to internal and external customers, including the Board, influencing and recommending courses of action.

Skills Requirements

- Outstanding commercial acumen and negotiation skills with the ability to contribute to commercial pricing and contract negotiation along with a recognised accounting qualification (ACA, ACCA, ACMA, CIMA, FCA, FCCA, FCMA).
- Excellent financial analytical and reporting skills with ability to assimilate information quickly, demonstrate profit, subsidy and ROI, and to highlight areas where attention is needed.
- A working knowledge of IT systems and process management is desired.



How To Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Cover Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; where there are essential criteria, competencies and/or qualifications please make clear how you meet these. We may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your Cover Letter the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following shortlisting, you will be contacted directly by a Penna consultant to update you on the status of your application.
- Asking for adjustments – we're committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.
- Please contact Andrew Tromans on 07805 226301 for a confidential discussion or for any information, insight or guidance about either the role or recruitment process.

Please note the key dates in the recruitment process:

Closing Date	Sunday 1 st December
Shortlisting meeting (applicants do not attend)	w/c 2 nd December
Interviews (in person, in Solihull)	10 th December

To apply for this role, please visit the following link to upload your CV and Cover Letter:

[Apply for Group Finance Director](#)

