



Discover  
something *new!*

## Job Description

**Title:** Financial Controller  
**Type:** Permanent, Full time  
**Start date:** ASAP  
**Hours:** 40 hours per week  
**Salary:** Competitive, dependent on experience  
**Location:** This role is 100% based at our new HQ in Snodland, Kent

### Who is Must Have Ideas?

Whilst still only young, we're one of the UK's fastest growing ecommerce brands, helping over 2 million customers 'discover something new' every year. One in ten homes in the UK now have one of our clever, problem-solving products and we're widely recognised as one of the leading ecommerce innovators of the past few years. Named by The Sunday Times as the 66<sup>th</sup> fastest growing company in 2024, we're a British success story and our incredible growth isn't stopping any time soon – and we'd love you to join us on this exciting journey!

### The Team

You'll be working with a group of great people who think independently but collaborate as a strong team to deliver exceptional results. Career progression? Absolutely - there are plenty of opportunities to grow and develop, as our rapid growth continues.

### We're fully office-based

We believe that we are at our best when we're together, and that's why our team fully works from our office from our swanky new offices in Snodland, near Maidstone. This facilitates easier collaboration, encourages conversations, and sparks creativity. And there's some pretty sweet incentives to coming to the office, too, including free breakfast every day!

### This Role

This is an excellent opportunity to join us on our fast-growth journey!

Reporting directly into the Finance Director and responsible for 2 direct reports, we're looking for a Financial Controller to join our busy Finance team to help support the business as it continues to grow.

Ideally, you will be an ACCA/CIMA qualified Accountant, looking for their first FC role. However, a finalist with significant experience will also be considered.

We are looking for a well-motivated, enthusiastic, strong team player, who must be highly organised, with a particularly good attention to detail and excel at working under pressure.

This is a newly created role to support the ongoing growth of the organisation and therefore there is scope for this role to develop significantly over time.

Your responsibilities will include:

- To provide effective financial control and management reporting over margins, revenues, cash and bank finance.
- To continually improve and implement effective and efficient accounting systems and processes to control and monitor the company's current and future business activities, volumes and profitability.
- Timely and high quality financial and management reporting.
- Compliance with all statutory reporting requirements.
- Managing a small, but growing, finance team including mentoring and performance management.
- Improving the infrastructure of the finance function by streamlining and improving systems and processes.
- Maintain existing credit lines for the business, including Trade Finance facilities and the ongoing management of these facilities.
- Establishing new credit line facilities.
- Managing cashflow, on a daily basis, at a granular level.
- Producing detailed budgets and financial models, for both internal use and for external stakeholders.
- Establish and maintain financial policies and procedures.
- Management account's function, including P&L, BS, cashflow positions with variance analysis.
- Monthly balance sheet reconciliations.
- Monthly reporting pack for Board presentation
- Annual budgeting and forecasting.
- Monthly VAT submissions
- Corporation tax analysis.
- Foreign currency hedging and reporting.
- Payroll function, including PAYE and Pension submissions.
- Be the key point of contact for the annual audit, with our external auditors.
- Ensure tight financial control and reporting for company business units
- Business partnering with heads of department.
- Ad-hoc project work

You'll excel in this role if you have the following skills & experience:

- Proven track record in financial and management reporting is essential.
- High standard of Microsoft Office (particularly Excel) is essential.
- Knowledge of Xero accounting system would be an advantage.
- Experience in the ecommerce sector would be an advantage, but not essential.
- Management of a small team would be beneficial.
- Ability to communicate effectively at all levels, within the organisation.
- Time management and the ability to prioritise your workload as appropriate.
- Experience of importing goods would be useful.

**What's it like to work here?**

We know that our people are key to our success. That's why we strive to make MHI a great place to work – just ask our team. It's a friendly, welcoming and fun environment here. We've worked hard to create an amazing experience for our people because we know that workplace happiness goes way beyond just your salary. We're proud to offer one of the best packages of team perks in the area, including:

- Free breakfast every morning
- Minimum of 25 days holiday per year as standard (plus more the longer you stay)
- Flexible hours
- Your birthday off work
- Free EV charging
- Free car washing
- Regular team and charity fundraising events
- Free products from our range
- Generous staff discount
- Company pension
- Casual dress code
- Free and unlimited sweets, cold & hot drinks

**What happens next?**

If we think you could be a good fit, we'll be in touch to arrange an initial call to get to know you. If all goes well, you'll be invited to come and see our new state-of-the-art facilities and for a more in-depth conversation. We may ask you to complete a small task to show us your skills and there may be a second interview stage, too.

This is an excellent opportunity to join us while the company is still young and to be part of our high-growth journey, with all the opportunities that brings.

Must Have Ideas Ltd is an equal opportunities employer and we're working hard to build a diverse and inclusive workforce.