



POSITION PROFILE

Finance & IT Director



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Known for being progressive, innovative and convention challenging, Bruichladdich Distillery is located on the remote Scottish Hebridean Island of Islay. A Victorian distillery reimagined for the future, it was built in 1881 and changed hands many times before it was bought by a group of private investors in 2001.

Pioneering the principles of terroir – exploring the land, weather and natural factors which enhance the whisky itself – the distillery set out with a vision to create the purest expression of high provenance, fully traceable, flavour first, natural single malt. Bruichladdich Distillery make three single malts; Bruichladdich, unpeated single malt; Port Charlotte, heavily peated single malt; and Octomore, super-heavily peated single malt. The distillery also makes The Botanist; the first Islay Dry Gin created using 22 locally foraged botanicals.

Passionate about supporting and nurturing its island community, the distillery has an Islay-centric approach – with all of its whiskies conceived, distilled, matured and bottled on the island. There are hopes for a maltings site in the near future, closing the loop on this circular Islay process. Providing crop diversification and supporting the agricultural economy, the distillery currently works with 19 local farming partners to source its essential raw ingredient, with 52% of their barley grown on Islay.

In their continued quest to always do the right thing for the island and planet, Bruichladdich received B Corp certification in 2020 – the first Scotch distillery to be certified for using business as a force for good. Sustainability is inherent to every facet of the business, and the team are working to source greener energy solutions, improve their agricultural impact, support biodiversity and reduce packaging and waste.

Benefiting from a global parent company in Remy Cointreau, Bruichladdich Distillery is the largest private employer on Islay with over 80 employees. There are a further 35 based in their Glasgow office on Blythswood Square.

Bruichladdich is very much a purpose led and values driven organisation, with an unwavering commitment to putting their culture, people and the planet before profit.

PASSIONATE
PROGRESSIVE
SUSTAINABLE
TRANSPARENT

To see Bruichladdich's Impact Report, please visit [Impact Report 2021](#).

To learn more about Bruichladdich, please visit www.bruichladdich.com.

To learn more about The Botanist, please visit www.thebotanist.com.

To learn more about Remy Cointreau, please visit www.remy-cointreau.com/en.



Position Title:	Finance & IT Director
Reports to:	Chief Executive Officer
Location:	Glasgow, Scotland

Reporting to the CEO, the role is part of the Bruichladdich Distillery Company Ltd (BDCL) Executive Team and is responsible for the running, strategic planning and coordination of the Finance and IT functions for the BDCL business. This includes the following key areas; Financial Planning and Analysis, Accounting and Information Technology. The Finance & IT Director would also have a dotted line to the Remy Cointreau Controller and the Remy Cointreau CFO.

Main Duties & Responsibilities

Leadership

- Member of the BDCL Executive Committee; alongside the CEO, Marketing Director, Production Director, Operations Director and Head of HR
- Member of the BDCL LT20 management team
- Lead the Finance and IT functions within BDCL at Director level
- Responsibility for setting and delivering the strategic objectives for Finance and IT, as well as contributing to the overall vision and objectives for the wider business
- Be an inspiring and visible leader to all departments of the Bruichladdich business
- Responsible for representing Bruichladdich and Group strategy with central
- Direct line management of the FP&A Manager, Financial Controller, Head of Finance Systems and Head of IT (total number of people across the Finance and IT functions is 20 (25 including extra resources for SAP project))

Key Technical Responsibilities

- Co-pilot the business to ensure business performance
- Overall management of Finance & IT function and personnel
- Sales Performance management
- Responsible for statutory and consolidated / management accounts
- Manufacturing controlling
- Sales controlling
- Cost controlling & OVH management
- CAPEX & COGS management
- Inventory controlling
- Internal audit management
- External statutory audit management
- Change management – SAP implementation project underway
- Ensure the Finance and IT departments are structured appropriately



- Responsible for monthly reporting and monthly presentation to the Group – BFR
- Manage the annual budget process
- Manage the annual mid-term planning process (strategy planning)
- Price Increase and trade terms management
- Be the process leader for finance and IT

Stakeholder Management and Other Responsibilities

- Key business partner in all financial, commercial and strategic decisions and issues
- Building and maintaining strong relationships with internal and external partners and stakeholders; Internal Exec team, CEO, Group Controller, Group CFO, Group SVP Operations, Regional FD's (Distribution Co's)
- Build a motivated and high performing team to deliver the Finance and IT strategies, whilst also developing team capabilities in line with personal development plans for individuals
- Maintain a leadership style, befitting of the culture of the business, understand and work in alignment with the broader mission and vision of the company, ensuring synergy and alignment across the portfolio





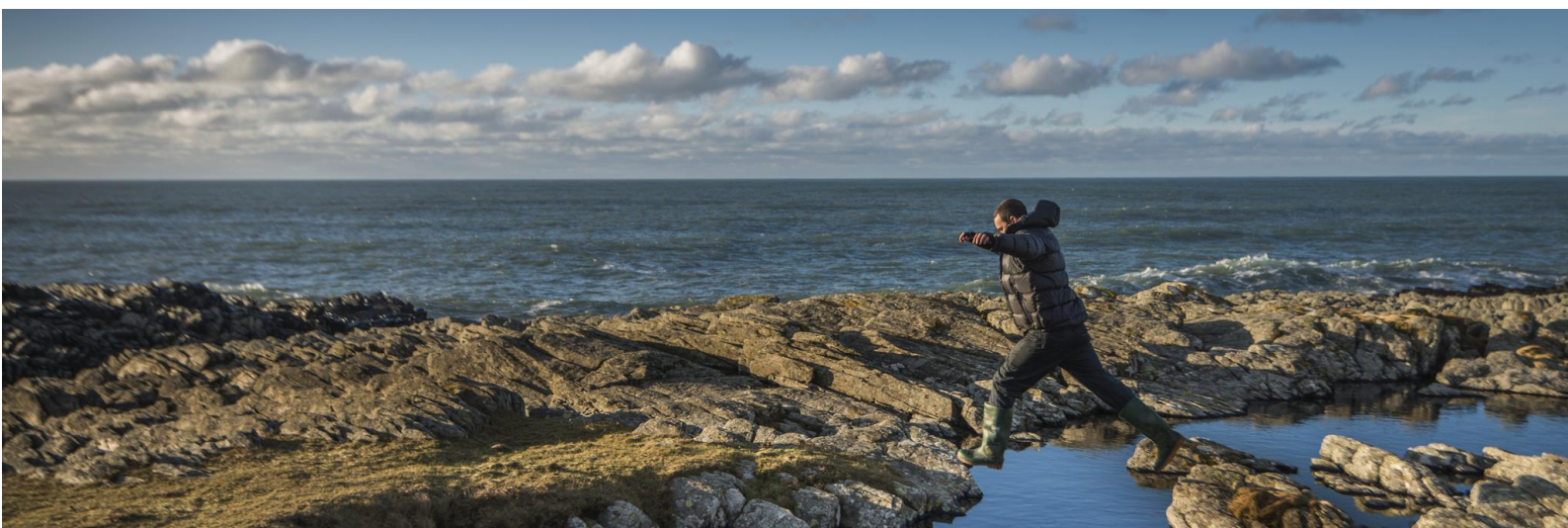
This role requires an experienced Finance Director who has a proven track record of success in similar roles and the ability to add real value to the senior leadership team and commercial growth of the business.

Having strong strategic and commercial thinking will be crucial, as will building the trust of key stakeholders both within and outside the business. The role requires an engaging individual, capable of inspiring direct reports and engendering confidence from the Board, key Group stakeholders and wider commercial partners.

The successful candidate will be a highly effective and inspirational finance leader, delivering significant shareholder value and operating as the 'right hand' to the CEO.

Qualifications, Skills & Experience:

- Experienced Chartered Accountant
- Strong technical skills and a track record in a senior Finance & IT position
- Proven track record of ability to motivate and inspire teams
- Experienced in operating seamlessly and effectively between senior stakeholders, peers and team members
- High level influencing and persuasion skills
- High level of impact and conviction
- Expert in strategic thinking
- Ability to manage multi-cultural environments
- Luxury sensitivity
- Global environmental sensitivity
- A convention challenger and innovator
- Ability to travel (Islay and some international travel will be necessary)
- Expert presentation skills (written and oral)
- Ability to speak additional languages would be beneficial, but is not essential





A highly attractive financial package including bonus and strong benefits is available to the successful individual and will be commensurate with the background and experience required for the role.

For more information on remuneration please contact Mark Lewis at Livingston James

Contact details are as follows.

T: 07738732776 or E: marklewis@livingstonjames.com



The Recruitment Process

Initial interviews are with our retained advisors at Livingston James.

Subsequent stages will be held with the Bruichladdich and Rémy Cointreau teams.

Interviews will be carried out both in person and virtually as required and as is practical.

