



POSITION PROFILE



Finance Director



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Established in 2017, EnteroBiotix is a leading microbiome therapeutics platform company that is focused on transforming the standard of care for patients battling debilitating diseases and infections linked to disruptions to structure and function of the gut microbiome.

EnteroBiotix is delivering on the promise of microbiome medicine for patients. The Company's first focus is to establish its lead product as a platform in multiple different disease areas associated with significant market opportunities and high-unmet medical needs. EnteroBiotix is currently sponsoring a Phase 2 clinical trial of its lead product, EBX-102, in patients suffering from liver cirrhosis and hepatic encephalopathy. Their team is enthusiastic, truth-seeking, adaptable, collaborative, engaging, goal-oriented and hardworking.

As a rapidly growing and ambitious life sciences company, all employees are expected to positively engage with EnteroBiotix's values:

- Ambitious for patients - We put the needs of patients first in everything we do. We stay focussed on delivering what matters most, faster and better.
- Innovative - We are open to abandoning old ideas and acting upon new evidence as it is presented, always focussed on continuous improvement and pushing scientific boundaries.
- Collaborative - We instinctively seek to work with others to enable excellent outcomes and create strong communities within the workplace, displaying interest and passion in everything we do.
- Resilient - We are focused and orientate our energies towards delivering on our commitments, always thrive in adversity and continuously adapt for growth.
- Accountable - We set clear expectations, take ownership of objectives and hold ourselves and our teams accountable for the results we achieve.
- Integrity - We are honest, transparent and always seek to do the right thing.

Currently, the business is pre-revenue but has already attracted significant investment raising £15.5m in September 2021. The financing was led by Thairm Bio (Thairm) and included new US-based investor Kineticos Ventures, joining existing investors including Scottish Enterprise and SIS Ventures. EnteroBiotix has increased employee numbers from 25 to 70 in the last two years and the business continues to recruit actively across a number of functions.

EnteroBiotix has a state-of-the-art manufacturing and testing facility in Bellshill which was opened in 2022 and also operates another manufacturing operation in Aberdeen where the company first started.

More information on EnteroBiotix can be found on our website: <https://www.enterobiotix.com/>.



Reports to:	Chief Executive Officer
Finance Team:	Two direct reports
Location:	Strathclyde Business Park, Bellshill, North Lanarkshire

EnteroBiotix is seeking a new Finance Director to work in partnership with the Leadership Team, key stakeholders and colleagues to develop and deliver the Finance Strategy, providing strategic and financial guidance to ensure that the Company has sound financial management.

The Finance Director will drive the company's financial operations, improving financial performance and taking accountability for management reporting, compliance and accounting processes and policies.





Key roles and activities, will include but not be limited to:

- Develop and deliver capital strategies that align to and enable the overall business goals and strategy.
- Provide strategic and financial leadership to ensure that the company's financial commitments are met.
- Develop and embed all the necessary policies and procedures to ensure the sound financial management and control of the company's finances.
- Contribute to the achievement of the company's objectives by providing advice and guidance on financial strategy. You will be a key part of the Leadership Team and you will be expected to partner with them to ensure the understanding of accounting standards and requirements, as well as working with them to identify the appropriate KPI's for their functions which directly correlate with the wider business objectives to ensure success.
- Communicate with investors and shareholders. Manage key stakeholder relations.
- Develop and maintain all necessary systems, policies and procedures to ensure effective and efficient financial management within the company including; management reporting, accounting processes and compliance and accounting policies.
- Carry out all necessary actions to ensure that the company meets its financial and legal obligations.
- Formulation of annual budgets and targets including the preparation of forecasts and comprehensive budgets.
- Support the Company with external reporting to help manage the audit process and build relationships with auditors.
- Provide financial and analytical reports to the CEO and Leadership team and include critique and challenge where appropriate.
- Identify and continuously improve the finance processes and be accountable for the robust management of payroll, cashflow, purchase ledger and other key accounting processes at an operational level.
- Monitor external contracts and services provided by suppliers to ensure that these are operating effectively and provide the best value to the company.
- You will also be required to support; commercial fundraising activities, support CEO and leadership team in negotiation and drafting of key contracts; mitigate financial exposure and protect shareholder interests.



This role requires an experienced finance professional with strong technical ability and highly developed strategic and commercial acumen. The successful candidate will have a firm understanding of the dynamics of a small, but rapidly developing business with clear ambitions to grow significantly and move into revenue generation within the next two years.

The role requires an entrepreneurial, flexible individual who is able to pivot to meet the changing requirements of the business. The successful candidate will be energetic, collaborative and possess a positive mindset to meet the challenges of a high growth environment. Although the focus of the role is as the strategic business partner to the CEO, the individual must also be prepared to roll their sleeves up while the finance team remains small in the mid-term.

Key Skills, Experience & Personal Attributes:

- Demonstrable experience and proven success in a similar senior finance role.
- Qualified Accountant (ACA/ACCA/ACMA or equivalent).
- Strong financial analysis skills (forecasting, budgeting, P&L analysis from a management reporting perspective).
- Experience of working in a fast-paced and dynamic environment, preferably Biotech, Life Sciences or another early stage/start-up/scale-up environment.
- SEC reporting experience for a publicly traded company would be advantageous.
- Create a culture of collaboration and common goals, focusing on shared success as a team.
- A 'lead by example' individual who can develop a team via coaching and development.
- Ability to influence a wide group of stakeholders.
- Strong time management skills with ability to consistently meet deadlines and quickly switch priorities as special projects arise.
- Strong technical accounting abilities.
- Ability to build and maintain effective work relationships across functional areas.
- Outstanding leadership, communication and interpersonal skills.
- Proven as an experienced, confident and mature manager.

Remuneration & Recruitment Process



A highly attractive base salary and wider financial package is available to the successful individual and will be commensurate with the background and experience required for the role.

For further details on life at EnteroBiotix, please follow this link: <https://www.enterobiotix.com/life-at-ebx>.

The search and selection process of this assignment is being managed by advising consultant, Mark Lewis, Board Director at Livingston James, and supported by Kirsty Mclardy.



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Selected candidates will then be invited to interview with selected shareholders and stakeholders.

All third-party applications, enquiries and direct approaches to EnteroBiotix will be referred to Livingston James.

