



POSITION PROFILE

Chief Financial Officer



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NeuroClin is a leading clinical trials company based in Scotland. We specialise in conducting clinical trials for major pharmaceutical companies and their sponsors and are supported by private equity investment. Our work involves recruiting volunteers to participate in trials at our state-of-the-art clinic.

Founded in 1999 and previously known as Glasgow Memory Clinic, NeuroClin has been at the forefront of global research on an array of complex neurological conditions such as Alzheimer's, Parkinson's, dementia and depression, offering its participants access to ground-breaking treatments currently being developed to help combat neurodegenerative diseases across the globe.

The business is now private equity backed by N4 Partners, Foresight Group and Fullbrook Thorpe Investments. The business currently employs 55 individuals and has a turnover of £6m and £1.4m EBITDA with aspirations of tripling in size and profitability over the next 3 years. 2024 has been a monumental year for the business with the appointment of new CEO, Fiona Wood, and confirmation of the opening of a new site in Warrington early 2025.

The business is now embarking on an exciting phase of growth which will require a mix of organic growth, diversification of the research base, and further geographic expansion. The strategy is to work towards a potential sale of the business in the next 3 – 4 years.





Job Title:	Chief Financial Officer (CFO)
Location:	Motherwell, Scotland
Reports to:	Chief Executive Officer (CEO)

Due to the company's aspirations to grow and ensure shareholder return, they now seek to hire a commercially savvy CFO. The CFO will play a critical role in driving the financial strategy and operations of the company. They will join the Board and work closely with the CEO to ensure the company's strategic goals are executed and successfully delivered. The role demands a professional with the expertise to navigate change, embrace growth, drive innovation, and empower and further develop a multi-functional team.

Main Responsibilities:

Strategic Financial Leadership:

- Develop and implement financial strategies to support the company's expansion into new locations
- Prepare the company for a future sale by optimising financial performance
- Provide strategic recommendations to the CEO and executive team based on financial analysis and projections
- Provide accurate data, statistics and accounts to the executive team in accordance with dues dates and timelines

Financial Management:

- Oversee all financial operations and direct corporate financial planning and structure
- Manage the preparation of annual budgets, financial forecasts and long-term financial planning, ensuring alignment with the company's strategic goals
- Financial reporting, overseeing the preparation of financial statements and reports, ensuring accuracy, compliance with regulations, and timely dissemination to stakeholders
- Monitor and direct the implementation of strategic business plans
- Monitoring and controlling costs to ensure the business operates within its financial means

Team Leadership:

- Lead and develop the finance team, fostering a culture of high performance, delivery and continuous improvement
- Ensure effective management of all financial processes, including accounting, auditing, and reporting
- Coach, train, develop and inspire finance team to embrace finance department challenges, improve processes, improve efficiencies and develop their careers within the clinic



Risk Management:

- Identify and mitigate financial risks, ensuring the company's long-term viability
- Oversee the company's financial controls and ensure compliance with legal and regulatory requirements

Stakeholder Engagement:

- Serve as a key point of contact for external stakeholders, including investors, auditors, and financial institutions
- Advising the Board about capital structure, debt, and equity financing, and managing relationships with investors and lenders
- Communicate financial performance and strategic initiatives to the board of directors and other key stakeholders

Operational Efficiency:

- Implement and enhance financial and operational systems, processes, tools, and control systems
- Ensure efficient use of resources and manage the financial aspects of clinical trial projects
- Direct and champion new technology within the finance function and in the wider business as required
- Contribute to / oversee the drafting, negotiation, review, agreement and renewal of Sponsor contracts
- Monitor Contract terms and ensure full financial gain is made in accordance with the contractual terms

Compliance and Governance:

- Ensuring compliance with financial regulations and standards, and maintaining strong corporate governance practices

Technology and systems oversight:

- Implementing and maintaining financial systems and technology to support financial operations and decision-making to ensure the business can deliver planned growth in line with strategy



The ideal candidate will have a strong background in operational finance and be well-versed in supporting a business through organic and inorganic expansion and in preparation for a future sale. The professional will preferably have experience working with private equity. Industry experience is desirable however, not a prerequisite.

Experience & Qualifications:

- Chartered Accountant or similar qualification
- Proven experience as a CFO, Finance Director, or similar senior role, preferably within a multi-site organisation
- Experience operating in a privately owned / family business environment that has gone through a period of transformation
- Extensive experience in financial management, strategic planning, and risk management
- Demonstrated ability to manage and lead a finance / multi-functional team
- Demonstrated ability to proactively contribute to the Executive Board & collaborate with peers
- Experience with M&A and preparing companies for sale is highly desirable
- Strong knowledge of corporate finance, accounting principles, laws, and best practices
- Excellent analytical, decision-making, and strategic thinking skills

Personal Attributes:

- Exceptional communication and interpersonal skills
- Exceptional stakeholder management and engagement expertise
- Ability to constructively challenge and provide solutions
- Strategic thinker with strong business acumen and an innovative approach
- High level of integrity and dependability
- Strong leadership and organisational skills
- Teambuilder and collaborator
- Strong communication skills across all levels of the business
- Ability to work under pressure and meet tight deadlines
- Robust operator who is willing to roll their sleeves up
- High levels of emotional intelligence to help navigate change
- Proactive and innovative with a drive for continuous improvement
- A passion for supporting individuals with neurological conditions



Remuneration:

An attractive salary and benefits package is on offer, commensurate with background and experience required for the role. Equity is available for this appointment.

Recruitment Process:

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



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Selected candidates will then be invited to interview with the NeuroClin team.

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