

Director of Finance

Overview:

Are you impact driven with the desire to make a difference on climate, playing an integral role in accelerating growth of a successful early stage company? We're an early stage company growing quickly, with a small but collaborative and energized team. We are now looking for an exceptional candidate to join us in reaching the next stage of that growth.

Climate Risk Services offers advisory services alongside development of product solutions for managing climate risk. On the advisory side, we support clients through governance of climate as a material risk issue and a regulatory compliance issue, building an understanding of how climate should factor into business and operational strategies, developing robust risk management processes and frameworks, and data-based analysis and assessment of climate risks for markets, investment or lending portfolios, and at the asset-level. On the product development side, we are building exciting platform-based enterprise level SaaS solutions to support our clients in embedding climate into strategic and financial decision-making. We are focused on turning climate data science into actionable insights, bridging the gap between climate science and financial and operational decision-making.

What you'll be doing:

As Finance Director of CRS, you'll lead the planning, build out and management of the finance and accounting functions of the business. You will take a leading role in designing and executing the business scale-up of all core functions of Finance and Accounting to support the rapidly growing business and to effectively prepare for near-term and future financing rounds and a cash generating fully-fledged advisory business. This role is ideally suited for a hands-on individual, able to solve problems, make well reasoned and timely decisions and who can dig-in and execute the details, yet effortlessly scale-up to contribute to the broader, strategic decisions of the business.

You will blend this strategy and execution across the advisory side of the business, as well as the development of the product-based SaaS revenue growth. One of your first objectives will be a strategic plan for incorporating and financial management of a UK subsidiary to support our growing UK team.

This role has potential to start in a part-time capacity and transition to a full-time capacity.

Some of your responsibilities will include:

- The strategy, planning and execution of the Financial and Accounting organization covering oversight of all essential business processes of the function.
- Development and oversight of financial entity management and corporate tax planning between NL and UK, with external support as necessary,
- Focal point for development, reporting and control of all financial metrics for both advisory revenue and SaaS revenue on a timely basis; including reports, budgets, forecasts.
- Governance and oversight of internal controls processes as appropriate.
- Responsible for coordination of the external auditing activities and preparation of audited financial statements on an annual basis.
- Balance sheet management, including support for raising capital, cash flow management, planning and forecasting of future cash flow needs to support operations and growth, quarterly and annual budgeting and reporting.
- Hiring and then management of NL and UK accounting and/or bookkeeping support
- Hiring, training, and build-out of the finance and accounting team in time and as needed

What we're looking for:

We're looking for an experience finance and accounting professional, with exposure to or experience to startups moving from early development into growth stages. You are a broadly talented individual with ability and aptitude to manage the macro-level long-term strategy while also diving into the details, pitching in to do all aspects of work in the finance function. You are data driven with an analytical mindset, detail oriented and working to high quality. You are adaptable and a quick learner, resilient in the face of setbacks, and willing to learn from mistakes. You are excited by the work we do and the potential you see for growth, and the role you can play to that.

Here's some of our other requirements:

- Minimum Bachelor's level Degree in Finance or Accounting
- Minimum 3 years in a supervisor or management role
- Strong analytics capability, able to convert data into meaningful and actionable information
- Hands-on experience using financial management and accounting software systems
- Hands-on experience managing or working with external accountancy/bookkeeping firms
- Cooperative and effective team player, willing to work at all levels of a fast growing team
- Strong communication skills, verbal, written, and visual
- Highly proficient with Excel, Powerpoint, and other Office programmes
- Five years or more relevant experience demonstrating growth and progression

Ideally, you will also have:

- Experience or exposure to both NL and UK corporate accounting and tax accounting
- Professional certification relevant to your location
- Startup / early stage company experience, particularly with financing rounds
- M&A experience, on the side of the acquiree
- Post graduate degree in a relevant discipline
- A 2:1 or equivalent degree in a relevant field

6-month outcomes:

- Strategic structure and implementation thereof a financial management, accounting, and high level tax plan for incorporating a UK subsidiary
- Hiring and onboarding of relevant external accountancy support for NL and UK
- Working with the COO and CEO, taken ownership of the core financial models to support a financial investment round and strategic planning
- Working with the COO and CEO, taken ownership of 2022 budgeting and standardizing internal financial reporting
- Developed and documented internal controls and accountancy processes as needed

What we offer:

- Salary commensurate with experience and ability to add value
- Discretionary bonus tied to key performance metrics
- Options for flexible and remote working (including post-COVID)
- Up to 25 days of holiday per year plus bank holidays
- Equity consideration

We also offer the opportunity to be at the forefront of climate risk management and climate focussed impact. You'll be in at the ground level of building something exciting and with significant growth potential, in a topic area that is accelerating in importance. You will also get:

- Variety. Spend 80% of your time on your primary role and 20% contributing to product development and other initiatives, to build your experience in the climate risk space and add your unique value across the company.
- Exposure. We're a small company, so you'll have a key role to plan in everything from setting strategic goals for the year through to contributing to product development and pricing strategy.
- Growth. We're growing, and so will you. With demonstrated success, you'll have the opportunity to grow your team and take on increasing responsibility through multiple fundraising rounds and potential future acquisition.
- Excitement. You'll be part of a fun, informal, and collaborative team that is excited and passionate about the work we do and the potential we see.

Location

Preference for candidates to be located in or around either Oxford, United Kingdom or Amsterdam, Netherlands. However, flexible and remote working will be considered.

Diversity & Inclusion

Climate Risk Services believes that diversity is critical to achieve our goals of innovation and building value for our clients. All applications will receive consideration for employment without regard to ethnicity, religion, gender, gender identity or expression, sexual orientation, nationality, disability, age, or social background. We equally value inclusion and are open to flexible or unique working arrangements to enable you to give your best to the company while managing other aspects of life.

How to Apply

Send a cover letter and your CV to careers@climateriskservices.com, with subject line "Director of Finance Role". Applications will be reviewed on a regular basis, but the role will remain open until we've found the right candidate.