Finance Officer

“In the past century Fauna & Flora has consistently saved species from extinction and protected habitats from destruction. Their solutions have always been practical, efficient and sustainable in local circumstances.”

Sir David Attenborough,
Fauna & Flora Vice-president
Fauna & Flora saves species from extinction and habitats from destruction, while improving the livelihoods of local people. Our guiding principles are to work with and alongside local partnerships, act as a catalyst for change, make conservation relevant, and base decisions on sound science. Founded in 1903, Fauna & Flora is the world’s longest established international conservation body; our conservation work, and impact, spans the globe.

The Opportunity

Fauna & Flora is seeking a highly competent Finance Officer to perform high quality transactional processing and to support the Financial Controller and the Finance team in the ongoing development and testing of systems and processes within the Finance function.

You will have experience of transactional processing and have excellent communication skills. You will be actively studying towards, or have a desire to study towards an accountancy qualification e.g. AAT, ACCA, CIMA, CIPFA, ACA. As a member of the UK-based Finance Team, your strong communication, interpersonal skills and customer focus will enable you to build effective working relationships at all levels across the organisation.

You will enjoy working in a dynamic and fast-paced environment, where the ability to manage a variety of concurrent tasks is paramount. You will be comfortable ensuring that all transactions comply with Fauna & Flora’s financial policies and procedures, and are posted in a timely manner. With a proactive approach to your work, you will seek to add value and have opportunity to contribute your skills and expertise to Fauna & Flora’s growth and development.

In return, we offer the opportunity to work for a ground-breaking organisation at the forefront of global conservation, with generous pension contribution, attractive annual leave allowance, life insurance and salary exchange schemes.

Our offices are located in The David Attenborough Building in central Cambridge, just a few minutes’ walk from glorious historic buildings and museums, the picturesque River Cam, the central market and shopping centre, and a host of cafés and restaurants.

Terms and Conditions

Start Date: As soon as possible
Duration of Contract: Permanent
Probation Period: Six months
Gross Salary: circa £27,000 per annum
Location: Fauna & Flora, Cambridge
Current policy offers partial remote working within the UK
Benefits: 25 working days’ annual holiday entitlement plus Public/Bank Holidays and any normal working days that fall between 24 December to 1 January inclusive, during which time Fauna & Flora UK offices are closed

For employees on UK-based contracts, Fauna & Flora currently provides a pension contribution of 8% of salary after 3 months’ continuous employment.

Group Life insurance, currently set at a benefit of 4 x basic salary

Hours of Work: This is a full-time position, working 37.5 hours per week, Monday to Friday inclusive.

Job Description

Job Title: Finance Officer

Reporting to: Financial Controller

Key Relationships: UK-based Finance team members
Programme Team administrators

Purpose of the role
To perform high quality transactional processing, contributing to the efficient and effective performance of the Fauna & Flora financial accounting function in compliance with Fauna & Flora’s internal finance policies and procedures. This role will also play a key part in the continuous improvement of the systems and processes within the department.

Specific Duties:

Sales ledger
- Maintain the UK sales ledger ensuring all sales ledger transactions are posted, customer information is kept up to date, and all allocations are completed in accordance with agreed procedures and management account deadlines.
- Monitor outstanding invoices and liaise with Finance Business Partners, and other Fauna & Flora colleagues, to ensure outstanding invoices are paid on time.
- Complete fundraising income postings in line with agreed procedures and assist in the preparation of the monthly fundraising income reconciliation for review.

Banking
- Complete bank postings for income transactions and non-supplier payments in accordance with agreed timescales.
- Reconcile UK bank accounts on at least a monthly basis and in line with the management account deadlines for review.
- Assist in the maintenance and verification of new beneficiaries on Fauna & Flora's online banking portal and other payment providers.

**Expenses**
- Validate and reconcile employee expenses to receipts and ensure compliance with the Expenses Policy and HMRC requirements.
- Ensure cash advances provided to staff have been correctly posted.
- Validate and reconcile Fauna & Flora credit card statements to receipts, ensure statements are submitted on time, and ensure compliance with the Expenses Policy and HMRC requirements.

**Systems and processes**
- Update monthly exchange rates in the financial accounting system.
- Assist the Financial Controller with ongoing improvements to the finance systems and processes, including testing and implementing changes and updating documentation as required.

**General Responsibilities**
- Maintain filing and archiving requirements related to the Finance Team.
- Provide support for external grant and statutory audits.
- Provide cover for other members of the UK Finance Team when required.

Duties may be altered, reasonably added or delegated from time to time to reflect changes within the organisation's activities and structure.

## Person Specification

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<th>Essential</th>
<th>Desirable</th>
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<td><strong>Skills</strong></td>
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<td>• Excellent numeracy skills</td>
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<td>• Excellent communication and interpersonal skills across all levels of an organisation</td>
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<td>• Excellent organisation, prioritisation and time management skills</td>
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<td>• Meticulous attention to detail</td>
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<td>• Proficient in Microsoft Excel, Outlook and Word</td>
<td>Excellent spoken and written English</td>
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<td>Knowledge and experience</td>
<td>Behavioural qualities</td>
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<td>Experience of posting financial transactions particularly in a multi-currency environment</td>
<td>Customer service focus</td>
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<td>Experience of performing balance sheet reconciliations</td>
<td>Strong commitment to organisation compliance</td>
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<td>Experience of reviewing and processing employee expense claims and company credit cards</td>
<td>Ability to build positive personal and organisational relationships</td>
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<td>Knowledge of UK VAT legislation</td>
<td>Excellent team player, with the ability also to work well independently</td>
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<td>Experience assisting with systems development, testing and documentation</td>
<td>Flexible to respond to demands of operating across different cultures and time-zones</td>
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<td>• Actively studying towards, or desire to study towards an accountancy qualification e.g. AAT, ACCA, CIMA, CIPFA, ACA</td>
<td>Proactive approach to work</td>
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<td>• Experience of Access financial software (Dimensions, Capture and FocalPoint)</td>
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<td>• Experience of the Charity sector, preferably in an international organisation</td>
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**Fauna & Flora Values**

Values underpin who we are and how we act. Just as values shape who we are as individuals, they define us as an organisation, creating the culture of success for which Fauna & Flora is renowned. Our people exemplify our shared values, which are interconnected and interdependent:

- We act with integrity
- We are collaborative
- We are committed
- We are inclusive, supportive & respectful
- We get things done

**How to Apply**

Applications should consist of the following:
Applications should be submitted electronically to alex.moore@fauna-flora.org

Please mark your application "Finance Officer SL" and indicate in your covering letter where you saw this position advertised.

The closing date for applications is Sunday 9 July 2023.

No agencies please.

Regrettably, due to limited resources and the high number of applications we receive, we are only able to contact short-listed candidates. If you do not hear from us within four weeks of the closing date, please assume that you have not been successful on this occasion.

Applicants with Disabilities

Fauna & Flora encourages applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application, please contact Jade Bedwell, People Adviser, on Tel: +44 (0)1223 749044 or Email: jade.bedwell@fauna-flora.org

Fauna & Flora values diversity and is committed to equality of opportunity