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| **Role title:** | Accountant | **Responsible to:** | Financial Accountant |
| **Division:** | Finance | **Department:** | Finance |
| **Direct Reports and Level:** | N/A | **Scope:** | MPS UK and International |
| **Scale:** | N/A People  N/A Budget  N/A income |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Core | **Role Family** | Technical |

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| **Overall Role Purpose** |
| The purpose of this role is to provide comprehensive and efficient support to the Finance Division across various aspects of the day-to-day accounting activity such as completing monthly balance sheet reconciliations, maintaining the Group’s fixed asset registers and preparing statutory returns in order to ensure the business remains legally compliant and able to effectively support other functions across the Group. |

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| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational**   * Support the delivery of the Finance strategy to plan, cost and quality. * Support the monthly and annual financial accounting processes (Accounts Integrity, Fixed Assets, Tax, month end and year end processing) within the organisation ensuring timely processing and completion in line with established governance timeframes. * Support the production of the various parts of the MPS budget as required (bank charges, capital expenditure, depreciation etc) within the Finance division ensuring timely processing and completion in line with governance timeframes. * Support in the production of monthly management information for review at key governance meetings. | * Corporate Strategic priorities Vs plan * Division Plan delivery Vs plan * Delivery of projects to plan |
| **Financial**   * Ensure that all spend is managed within organisation policy reporting on variance to budget to the Finance leadership team * Manage all financial accounting transactions and tasks requested by the Finance division in accordance with policy and ensure those which incur costs comply with all financial controls. * Support the production of metrics from organisational data sources to inform business decisions and actions which results in a measurable improvement in business performance and trends. | * Operational budget Vs Plan |
| **Member**   * Monitor emerging finance risks and issues arising from business activities which fail to deliver appropriate and consistent outcomes for members or are likely to have a material adverse effect on the Group. * Provide support to the Finance division to ensure fair treatment and outcomes for colleagues and the organisation ensuring compliance with associated policies. | * Net promoter score * Policy compliance audit results |
| **People**   * Take personal accountability for own training, competence, performance and engagement of self and colleagues ensuring clarity on own accountabilities and comply with all governance, policy standards and processes. | * Delivery of Personal Development Plan to plan * One-to-one / performance review meetings Vs Plan |
| **Risk**   * Contribute to an environment where all colleagues in Finance recognise the importance of risk identification and risk management. * Identify and report risks and issues identified within Finance, and across MPS, to enable resolution and mitigation of potential impact on MPS, members and colleagues. | * Risk & Control Self- Assessments * Audit Actions |

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| **Responsibilities (RACI)** |
| * Working with the Assistant Accountants, Financial Accountant, Group Financial Controller and other stakeholders to deliver the annual financial statements for all Group entities as well as for the pension scheme. * Review of one-off accounting events to ensure appropriate treatment/recognition. * Hands on support to the Finance Business Partners to ensure correct allocation of cost and appropriate treatment of transactions * Connecting with the wider Finance Division to ensure that reporting requirements and deadlines, both internally and externally, are met. * Working with the Financial Planning and Analysis Manager to prepare and review monthly management reports and providing challenge on outputs compared to known events and historical trends. * Undertaking other duties and tasks that from time–to-time may be allocated to the role holder that are appropriate to the level or role. |

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| **Key Governance Responsibilities** |
| * N/A |

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| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking |  |
| Building Capability in Self and Others |  |
| Influencing Others |  |
| Collaborating for Results |  |
| Leading Self and Others |  |
| Commercial and Risk Thinking |  |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * ACA qualification (or similar) | * Highly numerate * Excellent attention to detail * Excellent written communication skills * Good I.T. skills including a strong working knowledge of Word, Excel, Outlook and Powerpoint. * Strong analytical skills. * Strong inter-personal skills | * Experience of working in a similar role as part of a finance team is essential * Significant previous experience of production of reconciliations including identifying and resolving the resulting queries, with experience of large bank reconciliations is an advantage * Preparation of statutory financial statements under UK Financial reporting and IFRS for SMEs * Involvement in the improvement of systems and/or processes |
| **Desirable** | * Operating within a service industry | * Coda is desirable as is knowledge of investment accounting. | * Accounting for fixed assets * Accounting for investments * Calculation of sales taxes payable (e.g. VAT) * Production of year-end tax packs * Involvement in the budget process |