

Finance & Commercial Manager

About Honesberie

Honesberie Shooting School is a leading shooting and country sports destination, bringing together shooting instruction, hospitality, events, retail, memberships and gunroom services. As the business continues to develop, we are seeking a finance professional to strengthen financial control and provide clear commercial insight to support informed decisions and sustainable growth.

The Role

The Finance & Commercial Manager will lead Honesberie's finance function, taking ownership of financial reporting, controls, cash flow, budgeting and compliance. Working closely with the owner and management team, you will translate financial information into practical recommendations that improve profitability and guide investment and business planning.

You will also lead the financial use, accuracy and reporting capabilities of Microsoft Dynamics 365 Business Central and NaviPartner Point of Sale.

Key Responsibilities

1. Financial Management & Control

- Prepare accurate and timely monthly management accounts, including analysis of performance against budget and prior periods.
- Oversee the finance function, maintaining robust accounting records, reconciliations, month-end processes and internal controls.
- Manage cash flow, working capital, banking and financial forecasts, highlighting risks and funding requirements.
- Lead annual budgeting and periodic reforecasting, working with managers to develop realistic financial plans.
- Take responsibility for VAT returns, HMRC obligations and timely statutory payments, ensuring compliance with relevant requirements.
- Take responsibility for the accurate and timely processing of monthly payroll, including salaries, pensions, statutory deductions, PAYE and National Insurance, ensuring compliance with HMRC requirements and relevant legislation.
- Coordinate the preparation of year-end financial information and statutory accounts, obtaining specialist advice where legally or technically required.
- Monitor debtors, creditors, stock valuation and financial accuracy across the business.

2. Commercial Finance & Analysis

- Analyse revenue, gross margins, costs and profitability across shooting, hospitality, events, retail, memberships and gunroom activities.
- Provide clear, actionable financial reporting and recommendations to the owner and management team.
- Review pricing, purchasing, stock investment and cost control from a financial perspective.
- Evaluate the financial viability of new services, capital expenditure and business development proposals.
- Challenge assumptions constructively and support commercial decisions through forecasts, scenarios and business cases.

- Monitor key financial performance indicators and explain significant trends and variances.

3. Financial Systems & Reporting

- Take ownership of the finance-related configuration, processes and reporting within Microsoft Dynamics 365 Business Central and NaviPartner POS.
- Maintain financial data integrity, appropriate controls and accurate integration of sales, stock and accounting information.
- Improve finance workflows, reporting, dashboards and month-end efficiency.
- Investigate financial system discrepancies and liaise with software support providers when specialist assistance is needed.
- Provide guidance to colleagues on finance-related processes and the accurate recording of transactions.

About You

You are a capable, hands-on finance professional who combines strong technical accounting knowledge with commercial judgement. You are comfortable taking responsibility for financial accuracy while explaining what the numbers mean to non-finance colleagues. You are organised, approachable, proactive and confident enough to question assumptions constructively.

Experience & Skills

Essential

- Substantial experience in management accounting, financial control or leading an SME finance function.
- Sound knowledge of financial reporting, reconciliations, VAT, cash flow, budgeting and financial controls.
- Ability to analyse margins, profitability and financial trends and turn findings into practical recommendations.
- Experience of managing payroll processes, including PAYE, pension contributions and associated statutory requirements.
- Strong Excel skills and confidence with accounting and business systems.
- Excellent attention to detail, communication skills and ability to manage competing deadlines.

Desirable

- CIMA, ACCA or ACA qualification, or working towards one.
- Experience in an owner-managed business or across multiple revenue streams.
- Experience of stock accounting, retail, hospitality or leisure businesses.
- Experience with Microsoft Dynamics 365 Business Central, NaviPartner or another integrated ERP/POS system.

Previous Business Central or NaviPartner experience is not essential; training can be provided.

What Success Looks Like

- Reliable monthly reporting, strong financial controls and clear visibility of cash flow.
- Accurate, compliant finance processes and well-managed reporting deadlines.
- Insight into departmental margins, profitability and opportunities for improvement.
- Effective finance processes and reporting through Business Central and NaviPartner.
- A trusted financial partner to the owner and management team.

Why Join Honesberie?

This is an opportunity to take ownership of the finance function within a varied, ambitious business, work closely with its owner and influence meaningful commercial decisions through sound financial management and insight.