



Daiwa Sports Ltd

Financial Controller

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Introduction

Daiwa Sports Ltd is the UK arm of the global Daiwa fishing tackle brand, part of a wider international manufacturing and distribution network that began in Japan in the 1950s and now spans production in Japan, the UK and the Far East. In Scotland, Daiwa operates from Wishaw (Netherton Industrial Estate), with the site referenced across UK channels as the hub for product, customer and service operations. The UK range covers rods, reels, accessories, luggage, clothing and baits for coarse, carp, specialist, game, sea and lure disciplines.

Daiwa boasts a long heritage of product innovation, with UK manufacturing noted as the largest tackle factory outside the Far East. There is a dedicated European footprint, including a Scandinavian office, established to manage sales and distribution across Finland, Sweden, Denmark and Norway.

Feel Alive.



From the Glasgow area site context (Wishaw), the business manages a mixed model: local rod and pole manufacture; import of reels and many accessories from factories across China, Hong Kong, Vietnam, Thailand and Indonesia; and export routes that include a Finnish branch serving wider Scandinavia. The company reports seasonal trading patterns, notably in the Nordic markets, and operates multi-currency cash management (GBP, EUR, USD and Nordic currencies). Recent internal commentary indicates UK and export sales c. £20m+ YTD after nine months, with overall growth vs prior year and gross margins around 30%.

Group governance includes quarterly consolidated reporting to Japan on a prescribed template, year-end at 31 December, and audit sign-off of the consolidation package by EY by 31 March for group purposes, followed by UK statutory accounts under UK GAAP (FRS 102).

The Role

Based in Wishaw (Greater Glasgow), the Financial Controller is the senior on-site finance lead, reporting to the Managing Director and working closely with two other General Managers (Sales and Factory). The role has day-to-day responsibility for a compact finance function and acts as the single point of technical authority for UK and branch reporting. The environment combines a robust IBM AS400-based manufacturing system with heavy Excel use for management, group and statutory reporting. Paper-based document flows persist in parts of the operation, with scope to modernise.

Your mandate covers full ownership of monthly management accounts; quarterly group consolidation submissions (including intercompany eliminations and multi-currency); statutory accounts; external audit management; payroll oversight (c. 55 weekly and c. 65 monthly); VAT and other filings (including Nordic returns for the Finland branch); treasury and FX risk management across multiple bank accounts and currencies; insurance programmes; and governance including J-SOX templates. Success looks like accurate and timely period close (including a “third working day” P&L check report to Japan), strong working capital discipline, reliable cash forecasting, clean audits, and measured improvements in systems, document management and controls.



Responsibilities

- Produce monthly management accounts and board pack to agreed timelines, with clear variance analysis and commentary.
- Prepare and submit quarterly group consolidation on the Japanese template, including intercompany eliminations and FX translations.
- Lead the year-end close and deliverables; manage the external audit process (group package sign-off by 31 March and UK statutory accounts under UK GAAP).
- Own payroll governance: run monthly payroll; supervise weekly payroll processing; ensure PAYE compliance and controls.
- Manage VAT and other indirect tax returns for UK and Nordic activities (e.g., Finland, Norway, Denmark, Sweden) and journalise agency-run payroll outputs.
- Oversee treasury across multi-currency bank accounts; execute FX hedging/forwards; manage cash positioning and intra-group funding.
- Maintain fixed asset, loans and inventory reporting integrity; partner with operations on stock, WIP and margin tracking.
- Coordinate corporate insurance renewals and employee life/medical cover administration.
- Serve as Company Secretary: Companies House filings, board minute management, and trustee role for the closed defined benefit pension (with professional trustee support).
- Drive practical systems and process improvements (AS400 reporting, document digitisation, Excel models), balancing robustness with audit trail.



Preferred Candidate

You will be a qualified accountant with hands-on controllership experience combining technical depth (management and statutory reporting, consolidation, audit, indirect tax, payroll control) with practical commercial judgement on cash, FX and working capital. You are calm, precise and credible with auditors and group counterparts, used to fixed reporting timetables and templated submissions. You are comfortable operating as the on-site finance authority in a close-knit leadership team, supporting a factory operation and a Nordic branch while keeping documentation and controls tight. You are proficient in Excel and can extract meaningful reports, while identifying where process and digitisation gains are realistic and low risk.

Mandatory Requirements

- Fully qualified accountant e.g. CA/ACA/ACCA/CIMA.
- Post-qualification experience in financial control and statutory reporting under UK GAAP (FRS 102).
- Proven delivery of quarterly consolidation submissions, group pack preparation and inter-company eliminations.
- Experience as external audit point of contact.
- Hands-on payroll oversight experience (weekly and monthly).
- Practical multi-currency treasury/FX exposure.
- Strong Excel competence.

Preferred Requirements

- Background in manufacturing and/or import/export with stock, WIP and margin reporting exposure.
- Familiarity with J-SOX or equivalent internal control reporting.
- Experience supporting overseas branches/entities.
- Track record of process improvement without disrupting audit trails.
- Company secretarial exposure and/or pension trustee liaison (with external professional trustee support).



Remuneration & Benefits

Salary: £80,000 DoE

Working Format: Predominantly office based with ad-hoc working from home.

Further Benefits

- Company car
- Pension: 3% employer contribution
- 33 days holiday inclusive of bank holidays
- Private family healthcare (post 3 month probation)
- Life Assurance: 3x Salary (post 3 month probation)

Professional Growth & Exposure

- Senior site leadership visibility and close partnership with MD, Sales and Factory GMs.
- End-to-end value chain insight (manufacturing to European distribution), including the Finland branch and wider Scandinavian markets.
- Ownership of group consolidation submissions, audit, and opportunities to shape practical systems/process improvements (AS400 reporting, digitisation).



Recruitment Process

iMultiply is committed to diversity and will promote diversity for all employees, workers, and applicants. iMultiply will treat everyone equally and will not discriminate on the grounds of an individuals' protected characteristics.

If you like the look of this vacancy and think you could perform the role, but you don't think you meet all the requirements, please DO APPLY for this opportunity. Data shows that certain groups, mainly women and people from black and minority communities, are less likely to apply for jobs where they don't meet 100% of the role. iMultiply would encourage you to apply for roles where there is room for development and growth.

Candidates wishing to be considered for this opportunity will participate in a three-stage process that is subject to change:

First Stage:	Interview with iMultiply.
Second Stage:	In person interview with the current Financial Controller
Third Stage:	In person interview with the Managing Director and two General Managers (Sales and Factory)

Consulting Lead:

All applications should be sent to Stuart Cadger, Managing Consultant at iMultiply.

Please note any direct or third-party introductions will be sent to iMultiply for review and assessment.



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[Stuart Cadger](#)



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