



HAD FAB Innovative Engineering Solutions

Financial Accountant

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The Company

Established in 1993, Had-Fab Limited has evolved into one of the UK's leading structural engineering and metal fabrication companies. Operating from its headquarters in Macmerry Industrial Estate, Tranent, East Lothian, Scotland, the company has significantly expanded its facilities, now encompassing over 55,000 square meters across four sites. This growth has been bolstered by multimillion-pound investments, enabling Had-Fab to serve clients both throughout the UK and internationally.

Had-Fab offers a comprehensive suite of integrated services and turnkey solutions, guiding projects from initial concept design through to final delivery. Their capabilities include project management, site surveys, front-end engineering design (FEED) studies, structural design and engineering, material supply and processing, fabrication of carbon steel, stainless steel, and aluminium, as well as surface treatments, coatings, installation, and on-site works.

The company's expertise spans multiple industries, notably power transmission and distribution, rail, civils and infrastructure, renewables and energy, and structural steelwork. Had-Fab is recognised as a trusted engineering project delivery partner, collaborating closely with key sector Distribution Network Operators (DNOs), operators, consultants, Original Equipment Manufacturers (OEMs), principal contractors, and supply chain partners.

A significant milestone in Had-Fab's history was their collaboration with artist Anthony Gormley in 2007 to create "Exposure," a 60-tonne, 26-meter-high sculpture permanently installed on the Netherlands coast. This project showcased the company's ability to tackle complex and large-scale fabrications.

With a highly skilled team of multidisciplinary experts and state-of-the-art facilities, Had-Fab continues to deliver high-quality design and fabrication services, maintaining its position at the forefront of the engineering and steel fabrication industry.

The Role



Job Title: Financial Accountant

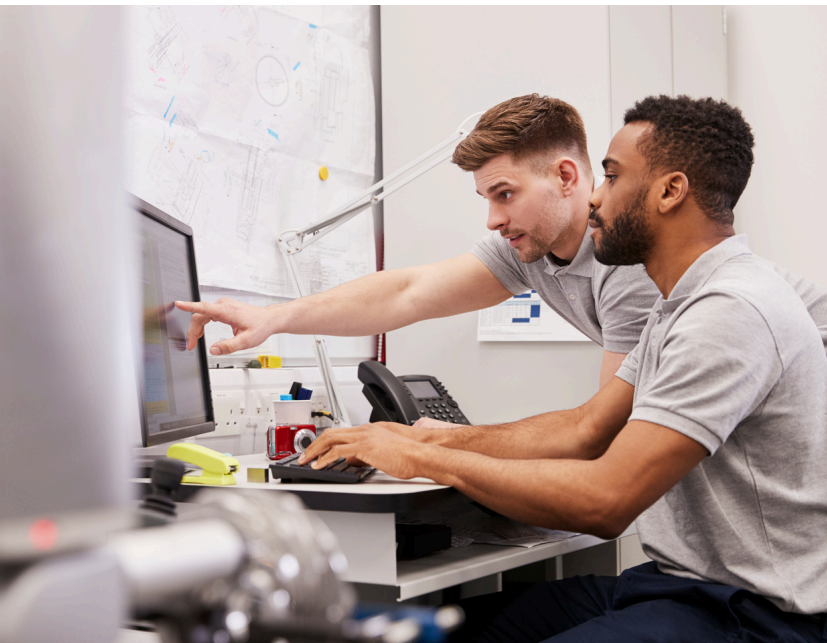


Location: Tranent, East Lothian



Reports to: Financial Controller

The Financial Accountant reports to the Financial Controller and is key to producing timely, accurate financial results. The scope of the role includes all aspects of financial reporting, planning and supervision.



Job Description

Key Responsibilities:

- Financial and Management Reporting: Prepare and present accurate financial and management reports for Had Fab Ltd. and its group companies, ensuring compliance with accounting standards and company policies.
- Financial Systems & Process Improvement: Actively contribute to the ongoing development and enhancement of financial systems, processes, and internal controls, ensuring alignment with industry best practices and relevant accounting standards.
- Audit Liaison & Year-End Completion: Work closely with external auditors to ensure the timely and accurate completion of the year-end audit process, providing all necessary documentation and support.
- Cashflow Management: Assist the Financial Controller in preparing weekly and monthly cashflow forecasts, helping to manage and optimise the company's liquidity position.
- Transactional Processing: Deliver on transactional finance duties including sales ledger processing, purchase ledger management, and bank reconciliations.
- Compliance & Regulatory Reporting: Ensure timely submission of VAT returns, corporation tax filings, and other regulatory financial obligations.
- Team Support & Collaboration: Provide holiday cover for the bookkeeper, including payroll cover, and offer cross-functional support within the finance team and other departments as needed.
- Budgeting & Forecasting: Assist with the preparation of annual budgets, monthly forecasts, and variance analysis to support strategic decision-making.
- Cost Accounting & Inventory Management: Maintain accurate cost accounting records, supporting production and inventory management to help improve efficiency and profitability.
- Ad Hoc Financial Projects: Support the Financial Controller and senior management with ad hoc financial analysis, project work, and reporting as required.

Authorities, Interface, Reporting and Supervision

- Direct report to the Financial Controller
- Collaborates with other department heads to agree and achieve common objectives
- Liaise with external institutions as required
- Participate in departmental meetings to drive financial improvement across the business

Health, Safety, Environment & Quality

- Maintain a high standard in HSE attitude and behaviour
- Report any observed unsafe actions and conditions.
- Adhere to all applicable quality standards, Standard Operating Procedures and Work Instructions
- Ensure all applicable financial and accounting standards are applied and adhered to

Why This Role?

This is a key position within the company, offering significant responsibility and the opportunity to shape the financial direction of the business. It's a perfect fit for someone looking to make a real impact in a collaborative, high-performing team.



Preferred Candidate

This role is suited for a results-driven individual with a strong track record of success. The ideal candidate will have exceptional communication, organisational, and IT skills, along with a proactive, can-do attitude. You must thrive in a fast-paced, dynamic environment and enjoy a hands-on approach to financial management.

Skills, Knowledge, and Attributes

- Part Qualified Accountant (ACCA / ICAS) or qualified by experience
- Ability to engage positively with various stakeholders across the business
- Excellent spoken and written communication skills
- Enthusiastic and positive can-do attitude
- Computer literacy including excellent spreadsheet skills. Spreadsheet modelling skills essential
- ERP experience
- Continually challenge current business processes to deliver ongoing change process
- Strong problem-solving skills to drive improvements in finance processes
- Responsible, reliable and accountable



Remuneration

Salary: £40,000- £50,000 per annum

Working Format: Office-based.

HAD FAB offers a passionate team of like-minded individuals with big ambitions who all support each other to achieve business and individual goals. This commitment is reflected in the company values.

Bonus: Management bonus up depending on business and individual performance at management discretion

Holidays: 34 days holiday per year this entitlement includes 4 public holidays during the Festive period, plus any additional closure days at this time.

Accruing after 5 years' service. You are also gifted the day of your birthday off.

Pension: 6% employer contribution, 4% employee contribution (minimum)

Healthcare: Supplied by BUPA including spouse and dependent children under 18 – this is a Benefit in Kind and therefor is declared on your P11D.

Other: Death In Service 3 x year salary.

All required IT equipment will be supplied.

Professional fees reimbursed.

Training – CPD requirements will be supported.

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:

First Stage:	Video interview with Hamish Law at iMultiply
Second Stage:	Interview with FC and People Business Partner.
Third Stage:	Interview with Financial Controller and Chief Financial Officer.

Consulting Lead:

All applications should be sent to Andrew Robinson, Associate Director at iMultiply, find contact details below.

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



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Hamish Law



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