



Blackhall & Powis

Chief Financial Officer

Table of Contents

The Company..... 3

The Role.....4

Job Description.....5

Preferred Candidate.....6

Remuneration.....7

Recruitment Process.....8



The Company

Blackhall & Powis is a fast-growing multidisciplinary energy consultancy supporting developers of renewable energy and infrastructure projects predominantly across the UK with an expanding footprint in Europe and the Middle East. Founded in 2017, the business has grown to a team of around 100 professionals across eight locations: Glasgow, Inverness, Aberdeen, York, Tunbridge Wells, Bury St Edmunds, New Deer, Manchester and more recently Dubai. The company's services span land assembly, geographical information systems, land information, spatial planning, development project management and commercial fisheries and marine advisory services.

Regulated by the Royal Institution of Chartered Surveyors (RICS) and the Royal Town Planning Institute, the business has built a strong reputation for technical quality, pragmatic delivery and deep sector insight. With revenues of £7.4m in the last reporting period, Blackhall & Powis is now preparing for a major phase of growth, including the transition to a multi-entity group structure and the integration of future acquisitions. Leadership has set a clear ambition to scale to £40m turnover within the next decade.

Driven by an entrepreneurial, collaborative and independent culture, the business is strengthening its central functions to support sustainable long-term expansion and increased organisational maturity.



The Role

-  Job Title: Chief Financial Officer
-  Location: Glasgow HQ (Hybrid working)
-  Reports to: CEO

Blackhall & Powis is appointing its first full-time permanent Chief Financial Officer – a strategically critical appointment that will shape the organisation’s next decade of growth. This role sits at the centre of a fast-expanding consultancy aiming to enhance its financial maturity, strengthen performance visibility and prepare for structured growth, including acquisitions and the development of a group structure.

Operating as a key member of the Senior Leadership Team and reporting to the CEO, the CFO will provide both strategic direction and hands-on operational financial leadership. They will bring discipline, foresight and influence to a business that values pace, autonomy and collaboration.

This is a rare chance to join a high-growth organisation at a pivotal moment and build the financial infrastructure that will underpin long-term scale and value creation.



Job Description

Key Responsibilities

- Provide strategic financial leadership to support expansion, group structuring and future acquisitions.
- Lead financial planning, budgeting, forecasting and long-term modelling.
- Enhance management information, performance reporting and KPI frameworks.
- Support acquisition due diligence, integration planning and post-deal embedding.
- Oversee cashflow, working capital and financing arrangements, including short-term facilities.
- Prepare investor-ready materials and support external investment and lending discussions.
- Maintain statutory compliance, including tax planning, VAT, AML and emerging international issues.
- Lead system improvements, including ERP development and process optimisation.
- Strengthen governance, risk management and RICS-aligned controls, especially around client money.
- Mentor, develop and structure the internal finance team.



Preferred Candidate

You will be an accomplished senior finance leader with demonstrable success at CFO or Finance Director level within a fast-growing SME or consultancy business with multiple locations. You will combine strategic influence with hands-on capability and will be motivated by building a finance function fit for scale.

Candidates will bring strong technical competence, professional maturity and the ability to bring structure and clarity into a business evolving at pace. Experience with acquisitions, integrations or investor-facing environments would be highly advantageous.

Above all, you will be energised by the opportunity to materially shape a high-growth business, work closely with a collaborative leadership team, and contribute to long-term value creation, supported by an equity package.

Mandatory Requirements

- Qualified accountant (ACA / ACCA / CIMA).
- AML/ KYC regulatory compliance
- Senior finance leadership experience at CFO or FD level.
- Strong financial modelling, planning and forecasting skills.
- Experience enhancing MI, KPIs, systems and controls.
- Proven ability to lead both strategically and operationally.

Beneficial Requirements

- Acquisition or integration experience.
- Experience of FCA Regulation
- Exposure to investor engagement, lenders or fundraising.
- Experience within consultancy, engineering or project-based environments.
- Experience supporting multi-site operations.

Remuneration

Salary: £115,000 base salary with executive benefits

Working Format: Full-time, Permanent, Hybrid Working and Irregular travel to UK sites

Blackhall & Powis is driven by independence, ambition and entrepreneurial spirit. Teams are collaborative, technically strong and used to operating at pace. Leaders value clarity, accountability and open communication. The CFO will contribute directly to a culture that encourages ownership, innovation and continuous improvement.



Recruitment Process

iMultiply is committed to promoting equality, diversity and inclusion throughout all recruitment processes. We welcome applications from candidates who may not meet every requirement but can demonstrate the capability, motivation and values alignment to succeed.

First Stage:	Video interview with iMultiply exploring experience, motivations and alignment.
Second Stage:	Interview with Blackhall & Powis focused on technical skills, organisational fit and values alignment.

Consulting Lead:

All applications should be sent to Andrew Robinson, Associate Director at iMultiply.

Any direct or third-party introductions will be forwarded to iMultiply for assessment



andrewrobinson@imultiplyresourcing.com



[Andrew Robinson](#)



07592203080