



MacNeil Shellfish

Financial Controller

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MACNEIL SHELLFISH

Introduction

MacNeil Shellfish Ltd is one of Scotland's leading seafood businesses, supplying premium live shellfish to customers across the UK, Europe and wider international markets. Founded in 2012 by Michael MacNeil and Amber Knight, the business has grown from its roots in Scotland's coastal fishing communities into a highly successful £20m+ international operation built on deep industry expertise, operational excellence and a relentless focus on quality.

Today, the business exports approximately 50-60 tonnes of live shellfish each week through a sophisticated supply chain spanning the UK and Europe. Operating from its purpose-built facility in Larkhall, MacNeil Shellfish has established itself as an innovator within a traditionally operated sector, investing ahead of the market and successfully navigating industry challenges and changing international trading conditions.

What sets the business apart is the complexity and pace of its operation. Supply, demand, weather conditions, seasonality, logistics and international markets all influence performance, creating a commercially dynamic environment where problem-solving, agility and informed decision-making are critical to success. As the business continues to strengthen its infrastructure, processes and leadership capability, it remains firmly focused on sustainable growth and long-term value creation.



The Role



Job Title: Financial Controller



Location: Larkhall



Reports to: CFO

This is far more than a traditional Financial Controller position.

Reporting to the business owners and working closely with a fractional CFO and leadership team, the successful candidate will take ownership of finance across a multi-entity international group, providing both financial stewardship and commercial support to the business.

The role offers a broad remit covering financial control, management reporting, cash flow management, compliance, forecasting and business partnering. Equally important is the opportunity to contribute to the continued development of the finance function, improving reporting, strengthening controls and supporting operational and strategic decision-making across the organisation.

The successful candidate will become a trusted advisor to the owners, providing robust financial insight and helping navigate the challenges of a fast-moving international business. They will play a key role in supporting future growth initiatives while ensuring the finance function remains fit for purpose as the business continues to evolve.

For candidates seeking meaningful responsibility, visibility and influence, the role offers a genuine opportunity to develop into broader finance leadership responsibilities over time while working alongside experienced business owners and an accomplished fractional CFO who is aiming to develop this person to be the future FD for the business.

Preferred Candidate

Profile

We are seeking a commercially minded finance professional who combines strong technical expertise with a pragmatic, hands-on approach and the confidence to operate effectively within a dynamic SME environment.

You may currently be a Financial Controller, Finance Manager or Senior Finance professional looking for a broader role that offers greater visibility, influence and long-term progression. You'll enjoy working close to the business, partnering with stakeholders across multiple functions and translating financial information into practical, commercially relevant insight.

The successful candidate will be comfortable operating within a fast-paced environment where priorities can shift quickly and no two weeks look the same. They will bring a naturally curious and solutions-focused mindset, enjoy improving processes and systems, and demonstrate the confidence to constructively challenge, influence decision-making and communicate effectively with senior stakeholders.

Above all, we are looking for an individual who is adaptable, commercially aware and motivated by the opportunity to play an important role in the continued development of an established and growing market-leading business.

Preferred Candidate

KEY RESPONSIBILITIES

- Lead the monthly management accounts process and performance reporting
- Manage cash flow forecasting and working capital requirements
- Oversee multi-entity accounting, international VAT and compliance obligations
- Support budgeting, forecasting and business planning activities
- Ensure robust financial controls and governance processes
- Deliver financial analysis and insight to support operational and commercial decision-making
- Provide oversight and support to the finance team
- Drive improvements in reporting, systems and finance processes
- Support external audit and statutory reporting requirements

Mandatory Requirements

- Qualified Accountant (ACCA, CIMA, ICAS, ICAEW or equivalent) or Qualified by Experience
- Experience within a Financial Controller, Finance Manager or similar senior finance role
- Strong management accounting and financial reporting expertise
- Cash flow forecasting and working capital management experience
- Multi-entity accounting experience
- International VAT and compliance exposure
- Strong Excel and finance systems capability
- Excellent communication and stakeholder management skills

Beneficial Requirements

- Experience within FMCG, food, manufacturing, logistics, distribution or supply chain-led businesses
- Multi-currency accounting experience
- Xero experience
- Exposure to automation, AI tools or systems improvement initiatives
- ERP implementation or finance transformation project experience
- Previous experience within an SME or owner-managed business

Remuneration

Salary &
benefits:

£55,000 - £60,000 salary (flexibility for exceptional candidates), Private healthcare, Company pension scheme, On-site parking, EV charging facilities

Working Format:

On site at Strutherhill Industrial Estate, Larkhall, South Lanarkshire, Scotland



Recruitment Process

This appointment is being managed exclusively by iMultiply on behalf of MacNeil Shellfish Ltd.

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 the CFO and one of the business owners.
Final Stage:	Interview with the business owners and Board member.

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



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[Andrew Robinson](#)



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