

JOB DESCRIPTION

Finance Director

LOCATION:

Milton Keynes Head Office - Mix of home and office-based working

HOURS:

Full-time

SALARY:

Dependent on experience

REPORTING TO:

Managing Director

WHO ARE PRAGMATIQ?

At Pragmatiq, we work with ambitious organisations to help them do better and be better. As an award-winning Microsoft Solutions Partner, we support businesses and non-profits to achieve their goals through digital transformation – using Microsoft Dynamics 365, the Power Platform, and Microsoft Copilot Studio.

Our team are at the heart of the business, with expertise spanning a variety of areas. Each day, we always aim to bring out the best in each other and all work together to achieve our mission:

We support our customers to build better and smarter organisations, leveraging the power of technology to unlock opportunities. We do this through a Microsoft focussed strategy, consistently pushing the boundaries of the platform, combined with Pragmatiq's approach to Excellence in everything we do.

Our values embody who we are and underpin everything we do as a business. Additionally, they help us to ensure all activities and initiatives related to hiring, promoting, development and reward are aligned.



ACCOUNTABILITY

We take ownership & responsibility, and lead by example to ensure we deliver results.

Connected Values: Ownership. Reliability. Integrity.



COLLABORATION

By working together, being curious and sharing ideas, we identify solutions, quickly.

Connected Values: Humility. Respect. Communication.



EXCELLENCE

We believe in going above & beyond, being proactive and continually striving for better.

Connected Values: Ambition. Adaptability. Pioneering.





THE ROLE:

As the number one in Finance, the Finance Director will act as a true business partner to the Managing Director and Senior Leadership Team, providing the financial leadership, insight, and guidance needed to help steer Pragmatiq through its next phase of growth as a £5m+ revenue business.

This is a hands-on leadership role within a fast-paced, founder-led professional services business where you will bridge the gap between strategic leadership and hands-on operational execution, supported by a capable Finance Manager.

The preferred candidate will have the appetite to grow with the business, steering the business through its first audit; building a scalable, data-driven finance function and supporting development of financial and operational KPI.

KEY RESPONSIBILITIES:

STRATEGIC BUSINESS PARTNERING

- Provide clear, actionable insight into business performance, risks and opportunities
- Support decision-making across Sales, Delivery and Operations through robust financial forecasting & analysis
- Partner with business leaders to optimise resource utilisation and operational efficiency across the organisation
- Identify opportunities to enhance project profitability and overall commercial performance
- Support initiatives that drive sustainable revenue growth and improve revenue predictability

FINANCE LEADERSHIP & TEAM DEVELOPMENT

- Lead, mentor and develop the Finance Manager
- Identify and implement appropriate resourcing, systems and tooling, including AI and automation, to improve efficiency, scalability and effectiveness of the Finance function

FINANCE & ACCOUNTING

- Ensure full statutory and regulatory financial compliance
- Lead preparation for the company's first external audit, including revenue recognition policy review and strengthening segregation of duties
- Ensure the accuracy, integrity and robustness of all financial processes and controls

REPORTING, FORECASTING & PLANNING

- Own monthly management accounts (P&L, balance sheet and cash flow) and board-level reporting.
- Lead the annual budgeting process and ongoing reforecasting
- Work closely with Sales and Operations to develop and monitor meaningful, industry-relevant KPIs, including utilisation, project profitability, gross margin performance and revenue predictability
- Provide forward-looking insight into business performance, growth trajectory, risks and opportunities

SYSTEMS, DATA & PROCESS IMPROVEMENT

- Identify and implement improvements in financial systems, reporting, and data visibility
- Leverage automation and AI tools to enhance efficiency and insight generation
- Drive continuous improvement in financial and operational processes
- Collaborate with the wider Management Team to ensure scalable, joined-up systems and reporting



KEY SKILLS & EXPERIENCE:

CORE REQUIREMENTS

- Qualified accountant (ACA, ACCA, CIMA or equivalent)
- 3+ years post-qualified experience
- Experience managing a business through audit
- Strong financial control, reporting, and planning expertise

COMMERCIAL & OPERATIONAL STRENGTHS

- Demonstrated ability to business partner at senior leadership level and cross functionally (sales, delivery)
- Track record of driving operational and financial improvements
- Strong understanding of commercial levers in a growth business

SYSTEMS & INNOVATION

- Experience introducing automation and/or AI tooling within finance
- Strong systems mindset – able to identify and implement scalable solutions
- Data-driven approach with a focus on actionable insight

COMMUNICATION & LEADERSHIP

- Excellent communication and presentation skills
- Ability to translate complex financial information into clear business insights
- Confident influencing stakeholders across all levels of the organisation

DESIRABLE

- Experience in a Professional Services environment (e.g. utilisation, resource management, project margins)
- Experience in a high-growth, entrepreneurial or founder-led business
- Experience working with Xero

PERSONAL ATTRIBUTES

- Ambitious and growth-oriented, with an appetite to scale with the business
- Proactive, hands-on, and solutions-focused
- High attention to detail with strong ownership and accountability
- Collaborative and commercially minded
- Comfortable operating in a fast-paced, evolving environment

EQUALITY, DIVERSITY AND INCLUSIVITY:

At Pragmatiq, we aspire to have a workforce that is diverse and representative of all sections of society. We value different thoughts and perspectives, and believe that a diverse workforce enables growth and creates a sustainably inclusive workplace for all employees. If you would like to discuss any specifics of the role and how you might be suitably qualified, or to discuss flexibility or accessibility requirements, please contact careers@pragmatiq.co.uk.

WHAT WE CAN OFFER:

You will be part of a fast-paced Microsoft Solutions Partner at an exciting period in our growth. You will be an integral part of a talented team, dedicated to client success and ongoing innovation to remain at the very top of our game in a specialist area of technology. We provide our employees with an extensive benefits package, that includes:

- › Private medical insurance
- › Employee Self-Improvement Scheme; £500 funding to access a range of opportunities that support personal, physical, and mental development
- › Healthcare plan allowing you to claim money back on treatments across areas such as Dental, Optical and Physiotherapy
- › Access to a mental health support service
- › A rewards account providing a range of discounts across a variety of excellent brands
- › One paid-for volunteering day a year for a charity of your choice
- › Hybrid working environment
- › Quarterly team social events
- › 25 days + Bank Holidays, with options to buy/sell days
- › Birthday off work
- › £200 to spend on home office equipment
- › Competitive salaries
- › Walking meetings
- › Pension plan
- › Based in bright, spacious offices in Central Milton Keynes, a short walk from Centre:MK and MK train station
- › Bonus and benefits aligned to senior leadership roles
- › Clear progression and opportunity to shape the future of the business

WHY JOIN PRAGMATIQ?

This is an excellent opportunity to step into your first Finance Director role within a high-growth, Microsoft-focused professional services business.

The position offers the chance to have a direct influence on company strategy and performance while building and scaling a modern finance function that leverages automation and AI.

You'll be joining a collaborative and ambitious team with a strong growth trajectory, providing a dynamic environment where you can make a meaningful impact and help shape the future direction of the business.