

# Job Description

## For Unqualified Financial Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

### Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions, e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

#### Role Details

Job Title:	Accountant	JEID	FU005
Salary Grade:	Grade L		
Team:	Transformation		
Service Area:	Finance		
Primary Location:	Warwick		
Political Restriction:	This post is not politically restricted		
Responsible to:	Delivery Lead – Finance Projects		
Responsible for:	N/A		

#### Role Purpose

- To maintain, support and develop WCC's key financial systems in order to meet the strategic and operational requirements of the organisation.
- To work with and across Services and partners to ensure that business cases, strategic projects and associated key decisions are based on sound financial evaluation, taking into account all relevant financial information, risks, opportunities, relevant legislation and the financial framework.

#### Role Responsibilities

- To assist the Finance Projects Manager and other team members in the provision of high quality, consistent financial advice, information and support across Finance and other Services in order to deliver successful strategic projects and provide effective financial systems.
- To assist in embedding the principles of consistency and standardisation in relation to financial management, processes and procedures, through the maintenance and development of financial systems and implementation of projects within the Finance service.

- To ensure that advice and support take account of the impact of current and new relevant legislative and other regulatory or policy requirements.
- To support the delivery of projects and financial systems in accordance with the financial framework, organisational policies and procedures.
- To support services with the effective management of financial risk, and, where required, to escalate issues for resolution.
- To ensure the effective reporting of financial impacts, consequences, risks, opportunities and benefits realisation.

## Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

### Generic Role Details

Job Role:	Finance Professional – Unqualified Level 5
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### Main Tasks

1. To provide financial leadership and direction in the review of services, including provision of financial data, reconciliations, analysis and costings.
2. To ensure that adequate training is given to managers in the use of the financial systems, processes and general financial awareness.
3. To attend, as required, officer groups and meetings, and produce/present summary financial statements and reports (including those relating to grants).
4. To take a pro-active role in the development of financial information and/or modeling to support effective business planning and decision-making.
5. To pro-actively contribute to the Finance Transformation agenda, working with colleagues across the Service to enhance manager understanding and help support implementation of new processes and systems.
6. To take an active contributory role in working groups / project groups, and provide financial support, as required.
7. To support the service with procurement exercises, with regard to financial evaluation of tenders.
8. To supervise team members as appropriate, ensuring required development and guidance is provided and agreed standards are met; and lead and develop team processes and workloads.
9. To have a sound knowledge base of the IT systems used for the delivery of the finance service and provide advice and guidance relating to these and relevant feeder systems

10. Ensure compliance with the application of Financial Standing Orders and Contract Standing Orders.

## Section C: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through: the application form (A), a test / exercise (T), a n interview (I), a presentation (P), or documentation (D).

### Essential Criteria

Assessed by:

A full professional qualification (CCAB) or substantial experience at a senior level in a finance environment, together with experience of managing a significant area of service within a finance environment	A/I
The ability to independently interpret and analyse varied and complex information or situations and to produce solutions over the long term	A/I
The ability to communicate, in person and/or in writing, complicated or sensitive information with varied audiences	A/I
The ability to work within broad practice or guidelines using managerial discretion over a broad area of activity	A/I
The ability to work under a very high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands	A/I
Experience of managing others within a finance environment	A/I
Experience of leading on the development of policy/service practice within the relevant service	A/I

### Desirable Criteria

Assessed by:

Highly developed Microsoft Office software skills	A/I
Previous supervisory experience	A/I
Experience of advising managers on the management of their budgets and the use of financial systems	A/I
A commitment to customer care and continuous improvement in service quality	A/I
Demonstration of Continuous Professional Development	A/I
Experience of Local Government Finance	A/I

## Section D: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These

are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

## Health and Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Council's Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post / role.

## Potential Hazards and Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recoding this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazard and risks should be based on the appropriate activity, process and/or operations risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the "other" section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	X Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/ repetitive bending/ squatting/ kneeling/ crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
X Significant use of computers (display screen equipment)	<input type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants / allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or fluids	<input type="checkbox"/> Face to face contact with members of the public
<input type="checkbox"/> Other (please specify):	