https://www.accountancycapital.co.uk/job/finance-director-design-led-procurement-business-london-ec1/

Finance Director Design-Led Procurement Business, London EC1

Description
Have you taken a business from £15m to £50m? That is the whole job.

Location
Clerkenwell, London EC1 — five days a week on site
Salary
To £150,000, with room above for an exceptional candidate
Type
Full-time, permanent
Reporting to
The two co-founders
Direct reports
Finance Manager, Finance Coordinator
Reference
FD/CLK/26

FD Capital is retained on a Finance Director appointment for a fast-growing, design-led procurement business based in Clerkenwell. They specify, source and deliver into the commercial interiors sector, working alongside leading architects and design practices rather than competing with them, and their work sits behind a number of well-known London projects.

This is the first permanent Finance Director in the company's history, and it exists because the business is about to attempt the hardest stretch of growth any company faces — the one where the systems, the cash cycle and the reporting that got you here all stop working at the same time.

They do not want someone who will learn that on the way. They want someone who has already done it.
The business

Founder-led, established for over a decade, and a team of fewer than twenty. The client base runs to blue-chip London developers and landlords, and the supply chain runs to a large network of manufacturers, the majority of them European.

They are independently certified against recognised sustainability and environmental standards, and this is not a marketing line — it is a substantial part of why clients choose them over conventional suppliers. The incoming Finance Director will own the impact and environmental reporting data that underpins those certifications, alongside the financial reporting.

The growth ambition is explicit: the founders intend to take the business through a step change in scale over the next five years, and they are actively considering their funding options to get there.

Why this role is genuinely difficult

The growth is real, but so is the strain, and it is worth being honest about where it

Hiring organization
Accountancy Capital

Employment Type
Full-time

Beginning of employment
1st September 2026

Duration of employment
Perm

Industry
Wholesale

Job Location
London, South East, United Kingdom

Working Hours
9-5

Base Salary
£ 125,000 - £ 150,000

Date posted
August 12, 2026

Valid through
31.08.2026

sits.

This is a procurement business. That means the money is tied up in the middle of the cycle rather than at either end: client deposits taken up front, prepayments made to European factories, long manufacturing lead times, currency exposure across the supply base, staged delivery and installation, and retentions held back on fit-out programmes. In a model like this, revenue growth consumes cash rather than generating it. The balance sheet has already changed shape substantially in a single financial year, and the next phase will stretch it further.
You will be the first person in the business whose job is to see the cash cycle clearly and act on it before it becomes a constraint on growth.

There is a second layer of difficulty. At this size you are not going to have an FP&A team, a treasury function or a systems department to delegate to. You will have a Finance Manager and a Finance Coordinator, and everything above and around them is yours. Candidates who have only operated with a full infrastructure underneath them tend to find this harder than they expect.

Responsibilities
What you will own
Financial leadership and strategy

Develop and implement a financial strategy aligned to the growth plan, and act as the strategic finance partner to the two co-founders and the wider leadership team
Lead financial planning, budgeting, forecasting and long-term business modelling
Identify opportunities for margin improvement, cost efficiency and operational optimisation, and support commercial decisions with proper analysis rather than instinct

Cash, working capital and commercial finance

Own the deposit-to-delivery cash cycle end to end — the single most important thing you will do in the first year
Build project and client-level margin visibility that does not currently exist, covering pricing structures, supplier costs and delivered margin by contract
Negotiate and manage supplier terms, and put in place the facilities required to fund growth without straining the balance sheet
Set and manage FX policy across a predominantly European supply base
Support investment decisions, business expansion and prospective financing activity

Reporting, governance and controls

Oversee monthly management accounts and deliver timely, accurate reporting to the founders
Deliver KPI reporting across sales, procurement, sustainability and overheads
Own statutory reporting, VAT, payroll and tax compliance, manage the year-end process and coordinate with external accountants and auditors
Maintain robust financial controls and risk management, and manage the relationships with banks, insurers and external advisors

Team and systems

Lead, mentor and develop the Finance Manager and Finance Coordinator, and grow the function as the business scales
Drive improvements in financial systems and processes — the current stack will not carry this business through the next phase, and replacing it will be yours to lead

What we need you to have done

This is the filter, and we mean it. You have personally been the senior finance leader in a business that scaled from roughly £15m to £50m. Not observed it from a group function. Not joined afterwards to tidy up. Owned the finance function through it, and learned what breaks at each stage.

If that is on your CV, we want to talk. If it is not, this particular role probably is not the one — though we recruit Finance Directors across most sectors and engagement models, so it is still worth registering with us.

Qualifications
Essential

Qualified accountant — ACA, ACCA or CIMA
Proven senior finance leadership in an SME environment — you know how to be the only qualified voice in the room and how to work directly with founders
Strong commercial finance and cash flow management experience in a physical-product or project-based business
A track record of building and developing finance teams, not simply running an established one
Excellent command of management accounting, forecasting and financial controls
Advanced Excel and strong financial systems knowledge
Genuinely hands-on — at this size you will be in the detail as well as the strategy

Strongly preferred

Furniture, FF&E, interiors, fit-out, manufacturing, wholesale, distribution or luxury consumer background
Experience of debt or equity fundraising, or preparing a business for external investment
ERP or finance systems implementation
Knowledge of inventory and supply chain financial management
A real interest in sustainability and purpose-led business

Location — please read this part properly

Five days a week on site in Clerkenwell. Occasional hybrid by exception, not by arrangement.

This is a small, fast-moving, creative business and the founders want their finance leader in the building. If you are looking for two or three days at home, we would be wasting your time and you would be wasting theirs. We would rather say so now than at second interview. If flexible working is a priority for you, our Finance Director and CFO jobs board carries fractional, part-time and interim roles where hybrid arrangements are far more common.

Job Benefits
Package

To £150,000, with room above that figure for a candidate who is clearly exceptional. The founders have been straightforward that they will pay properly for the right person, and equally straightforward that they will wait rather than compromise.