



Clinton Hadley

Ca(Sa)

Financial controller

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Languages

English (Fluent)

About

I am a practice-trained, qualified Chartered Accountant with significant experience in publishing, education, e-commerce, retail, service, and private equity-owned businesses. Technically astute and proficient in the UK GAAP and IFRS reporting standards. I am a seasoned and confident team manager with a broad skill set including Controllership, Compliance, Financial & Management Accounting, Financial Reporting, Financial Planning & Analysis, Financial Modelling, Internal Control, and project work. I am highly adaptable and enjoy working closely with the business to drive commercial decisions at strategic and operational levels, including organisational restructures and financial planning.

BRANDS WORKED WITH

Astrum Education Limited

EC English Limited

Global Education Management Systems Limited (GEMS)

Safetykleen UK Ltd

The Book People Ltd

Usborne Publishing Ltd

Experience

● Financial Controller

Usborne Publishing Ltd | Feb 2020 - Feb 2023

Privately owned international publishing, turnover £120m Financial Controller

- Finalise the year-end audits and financial statements
- Review of the Management accounts and the Balance sheet reconciliations
- Inventory Provision calculation
- Inventory review to identify slow-moving items, for write-offs or promotional offers
- Customer profitability and product margin analysis
- Review of age debt with credit control and sales teams. Identify at-risk customers
- Cash management reports, and weekly forecasts for monthly, yearly, and five-year analysis
- Review of Purchase ledger payment runs
- Prepare budget and review with key managers
- Manage a team of 10, plus a remote team member, and introduce performance reviews
- Key achievements
- Integrate the Direct Sales Division based in Oxford into SAP
- Lead the VAT Project with Deloitte, to validate sales VAT and commodity codes
- Analyse the various options available for a Treasury function to reduce costs of Foreign Exchange transactions and improve returns on cash deposits
- Oversee the implementation of SAP, improve the month-end process, reports, and enhanced financial processes
- Oversaw the implementation of Concur cghadley@yahoo.co.uk

● Interim Commercial Financial Analyst (contract)

EC English Limited | Feb 2019 - Nov 2019

Privately owned international English tuition centres, turnover £120m Interim Commercial Financial Analyst (contract)

- Prepare sales targets and reports for new business acquisition
- Business and system integration of acquisition
- Sales and growth reports and analysis of key markets/sales areas for key business partners
- Update the annual budget and 5-year forecasting model, for group CFO

● Financial Controller/Head of Finance (contract)

Astrum Education Limited | Jan 2018 - Dec 2018

Private Equity owned education group with three central London locations, turnover £15m Financial Controller/Head of Finance (contract)

- Finalise management accounts and presentation of Board Pack at monthly board meetings
- Complete the year-end and statutory accounts
- Post the Transaction accounting entries for the Private Equity acquisition
- Cash flow forecast
- Prepare the annual budget, and presented these to the heads and Directors
- Opened a new school, delivered on time and within budget, negotiated supplies for schools
- Management of finance team of 5 plus IT and HR

● Director of Financial Control

The Book People Ltd | May 2015 - Dec 2017

Private Equity owned multi-channel book/gift sellers, turnover £80m (2015) Director of Financial Control

- Complete year-end and consolidated statutory annual accounts with auditors (Deloitte)
- Manage the finance team of 8. Introduce performance reviews and job descriptions
- Inventory management and control, year-end provision, slow-moving Inventory analysis
- Treasury reporting of Asset backed lending
- Complete month-end packs for Board meetings
- Monthly balance sheet review Key achievements
- Integrate new acquisition into existing systems and procedures
- Improve month-end processes and procedures, with the introduction of automated bank reconciliation, PO automation, system integration
- Finalise the Transaction accounting entries for September 2014 Private Equity acquisition

● Financial Controller

Global Education Management Systems Limited (GEMS) | Aug 2011 - Mar 2015

Education provider and consulting company. Part of a group based in the UAE worth \$2.2billion Financial Controller

- Complete the month-end results for submission to Dubai Head Office
- Audits (auditor EY) and consolidated statutory reports including freehold property
- Finalise annual budgets and update quarterly forecasts
- Organised School Business Meetings, presented targets, new procedures, and financial results

● Finance Manager

| Jan 2005 - Jan 2007

- Team of 16 including the finance team, credit control, internal auditor
- Introduce auto-enrolment customer contracts, increase contract renewals by customers
- Prepare the Managing Director's budget presentations identifying key drivers Finance Manager (2005 to 2007)
- Prepare period-end/year-end results in Hyperion and COMshare
- Complete the cash forecasts
- Complete the various statutory returns e.g., VAT, Intrastat
- Prepare the periodic sales targets and forecasts
- Review of all accounts payable payment terms

● Financial Controller

Safetykleen UK Ltd | Jan 2000 - Jul 2011

- Review costs, growth, and accounts receivables with heads and Operations Director
- Manage a team of 6, including 1 based in Milton Keynes
- Manage bank relationships: Lloyds, Barclays, HSBC, Habib Key achievements
- Reduce outstanding debt to less than 1% of turnover
- Manage and monitor new building projects from £1m to £12m
- Complete five-year forecasts for external investors
- Disposal of five schools to a third-party trade buyer
- Set up and train finance team in Ghana for a DfID (Charity) funded programme Jan 00 – Jul 11 SafetyKleen (UK) Limited Private Equity owned waste management with 18 branches in UK/Ireland, turnover £56m

(2010) Financial Controller (2007 to July 2011)

- Complete the UK & Ireland month-end packs and budgets using Hyperion
- Complete the tax pack and the annual financial statements. PWC auditors
- Cost analysis, commission calculations, branch analysis, and product profitability

- **Systems and Management Accountant**

| Jan 2000 - Jan 2005

- Remotely supervise the Belgium bookkeeper
- Visited the Belgium and Ireland subsidiaries to finalise period-end and year-end results
- Key achievements
 - Implement the new finance system Dimensions Accounts
 - Integration of the Oil recycling business into the existing branch structure and reporting
 - Statutory accounts for the Defined Benefits Pension Scheme
 - Due diligence analysis for the 2003 and 2008 Private Equity acquisitions
 - Determine the commission policy to achieve the company growth target
 - Annual presentation of the financial results including sales, marketing strategy analysis, financial analysis, and cost savings to branch and senior sales managers

Education & Training

- **The University of the Witwatersrand**

Bachelor of Accounting,