

WCMC



AD1401 Assistant Accountant - Finance (Part Time)
Application Pack



ABOUT WCMC

WCMC is a UK-based registered charity that operates in seamless collaboration with the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC).

UNEP-WCMC is a specialist Centre on biodiversity, and nature's contributions to society and the economy. The Centre is confronting the global crisis facing nature through its unique position in ensuring science, knowledge and insights shape global and national policy, and by working with partners around the world to build capacity and create innovative solutions to environmental challenges. The Centre uses its position as a respected custodian of powerful and trusted environmental data to create positive impact for people and nature.

"We are in a make or break decade for nature with WCMC set to play a pivotal role in ensuring humanity finally begins to reverse the catastrophic loss of biodiversity globally."

Jonny Hughes, WCMC CEO



Thank you for your interest in the role of Assistant Accountant

We are seeking a forward-thinking and proactive finance professional to join our new and growing Finance Team. As an AAT qualified/part-qualified accountant you will have a keen eye for detail and be confident in creating and managing financial processes.

The purpose of this role is to ensure the integrity of figures by implementing efficient and effective financial procedures and processes. The post holder will also be responsible for producing and analysing management accounting information to support decision-making across the organisation.

This position is a fantastic opportunity to use your finance skills in a varied role to support our organisation to create a sustainable future for people and planet.

ABOUT THE TEAM

Our Finance team of 7 people support over 230 colleagues across the organisation. Our team is small enough to make our roles really interesting and utilise a broad range of skills, but the team is big enough to allow development opportunities within the organisation. We have a supportive, collaborative culture.

We have been working remotely during the COVID pandemic and everything is accessible for remote working. We are now back in the office, and we split our time between being on site in Cambridge combined with some remote working.



ABOUT THE ROLE

Job Description

Main Purpose of the job

- To produce regular balance sheet reconciliations and investigate and variances.
- To ensure financial controls are fully and effectively implemented.
- To support the Management Accountant by reviewing and monitoring spend at programme level.

Key Areas of Responsibility

Reconciliations

- Gather and analyse data to ensure that financial statements are accurate and reconciled.
- Produce monthly working papers to demonstrate these reconciliations.
- Investigate and resolve any variances or anomalies that may arise.
- Preparing and distributing correspondence across departments.
- Develop new processes and improve existing ones.
- Provide data to support the production and monitoring of KPIs.
- Prepares schedules and reconciliations necessary to assist in preparing the audited financial statements.

Income & Contracts

- Be responsible for ensuring that income is correctly classified according to Charity SORP requirements.

Projects & Management Accounts

- Technical classification of income on projects and maintenance of a contract and grant register.
- Supporting the Management Accountant to produce monthly management information for budget managers and monitoring of spend.

Team

- Working to support the Finance Team in their ambition to continuously improve.
- Work with finance colleagues to achieve a smooth month-end process.

Other Duties

- Undertake any other duties as may be required from time to time commensurate with the level of the post, and adhere to such targets as may be communicated by the Head of Finance.

Person Specification

Qualifications/Education

Essential:

- AAT qualified or part-qualified accountant.
- High standard of literacy and numeracy.

Desirable:

- Degree in a relevant subject.
- CCAB qualified accountant (ACCA, ACA, CIMA, CIPFA or equivalent).

Experience

Essential:

- Excellent technical understanding of balance sheet accounting.
- Experience of month-end close down procedures and best-practice.
- Experience of monitoring income and expenditure and advising non-finance staff.
- Experience with financial software.

Desirable:

- Experience of working within the charity/NGO sector.
- Experience of managing change and improving processes.

Skills

- Proficient use of Microsoft packages, especially Excel.
- Effective written and oral communications skills and the ability to request and convey information clearly and concisely in a way that others can follow.
- Producing clear and concise working papers that are suitable for audit scrutiny.
- Ability to prioritise work according to deadlines and to contribute fully to team efforts.

Type of Person Required

The successful candidate will be highly motivated, show excellent attention to detail and possess effective problem-solving skills.

They will have a positive and constructive attitude and will work to continuously improve the department as the organisation goes through an exciting period of growth.

Reporting to the Financial Accountant, they will demonstrate both good collaboration skills as well as confidence working independently.

OUR OFFER

Job Title: Assistant Accountant - Reporting

Team: Finance

Reporting to: Financial Accountant

Job Reference: AD1401

Start date: June 2023

Salary: GBP £30,000 to GBP £33,000 per annum, depending on skills and experience

Contract: Permanent, Full Time (or part time for the right candidate)

Location: The post holder will be expected to reside in the UK. We have a flexible hybrid working policy in place. We are usually able to offer visa sponsorship to the preferred applicant.

This is not a United Nations Post. This position is with the charity WCMC, working in collaboration with UNEP.

As a minimum we aim to match market rates for the conservation charity sector in Cambridge and invest a lot of effort to benchmark our salaries, ensuring that people are rewarded fairly for their role. To add to this, we offer some great benefits - here are the highlights:

- 12% non-contributory pension after 1-year of service (8% after three months).
- Annual cost of living increase and regular salary reviews.
- Good opportunities for progression and promotion around a fifth of staff gaining promotion annually.
- Flexible hybrid working policy which allows multiple combinations of home, office and remote working, including working from anywhere in the world for up to six weeks. The WCMC Flexible Working Policy is a pilot scheme, whereby employees are required to attend the Centre (office) in person for a minimum of 2 days a month. All employees MUST reside in the UK and live within a suitable distance of Cambridge to attend the office in line with the Flexible Hybrid Working Policy.
- Life assurance against death in service (4X annual salary).
- Company sick pay which increases with term of service.
- Generous annual holiday allowance of 25 days (FTE), increasing by one additional day each full calendar year worked up to 30 days.
- Scheme to buy or sell annual leave where staff can choose to 'buy' annual leave days or 'sell' unused leave.
- Generous maternity leave, shared parental leave and adoption leave policies that cover 18 weeks at 90% pay after a qualifying service period. Also four weeks paid paternity leave and one week paid grandparents leave.
- Unpaid sabbatical scheme which applies after at least 12 months continuous service with WCMC.
- Free parking at the Huntingdon Road office.
- Eye test costs covered and a contribution of £50 towards prescription glasses if your optician agrees that you need them for VDU use.
- Excellent training and development opportunities, designed for every career stage, with five days minimum training annually for every employee. This can be used flexibly for training courses, attending conferences, webinars or workshops, coaching and mentoring, shadowing or practicing skills or reading.
- Cycle to work Scheme which helps spread the cost of purchasing a new bike.
- Fantastic shared social space and kitchen facilities with free tea and fresh coffee.
- Employee assistance programme and bereavement line to offer help and advice to staff and their families on matters related to wellbeing, finances, relationships, family and more. This includes a number of free counselling sessions if they are needed.
- Brilliant social committee which organises regular fun events and social gatherings.
- Caring Staff Liaison Committee that listens and makes recommendations on continuously improving the working experience for staff.
- Focus on environmental sustainability kept in check by our Environment Committee.
- Free annual flu vaccine.
- Interest free study loans (subject to conditions).
- A diverse and inclusive workplace with over 40 nationalities represented on the staff.

Training

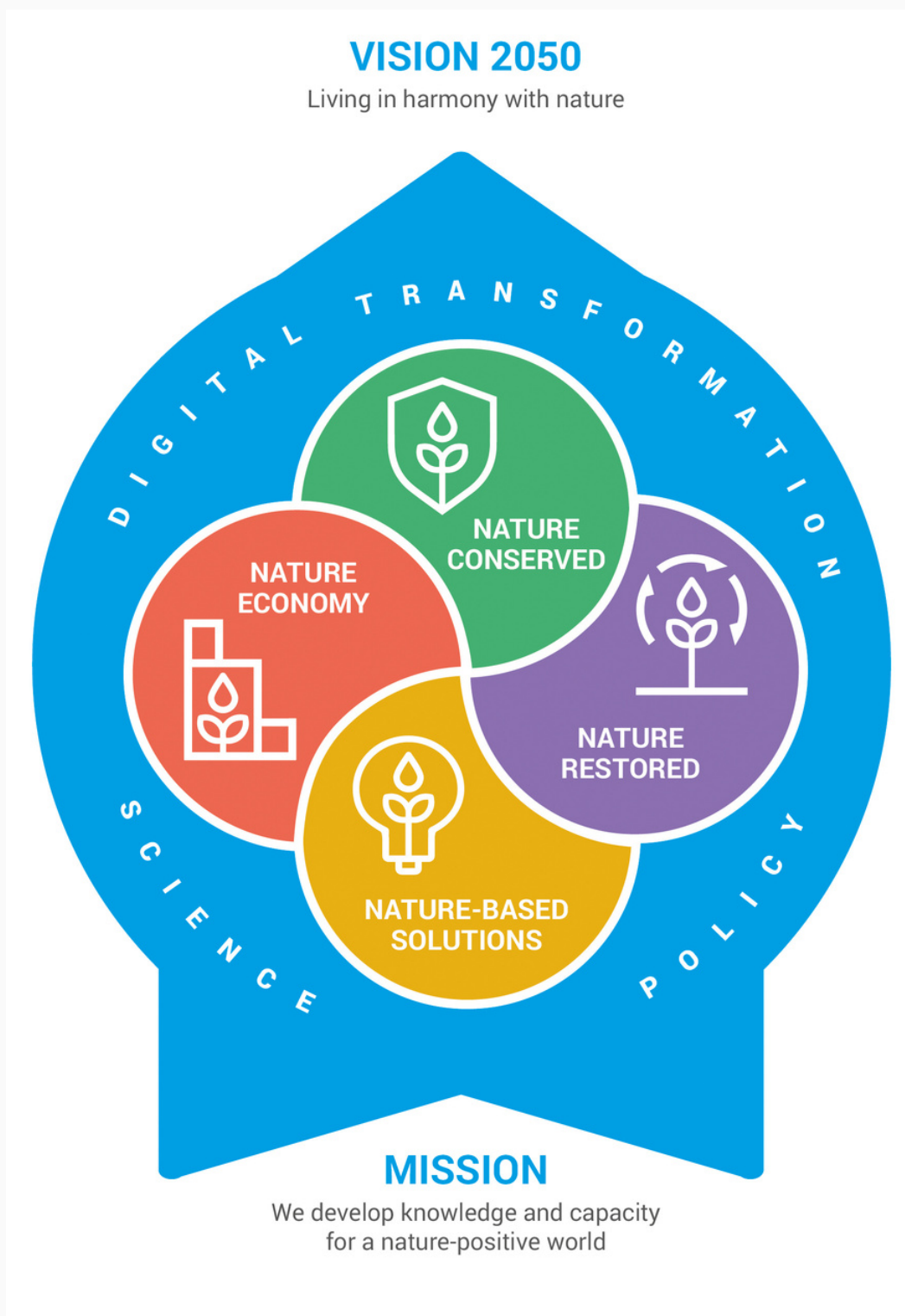
Our aim is to do our best for every person who works for us, so that they build their skills and knowledge over their career with us, and when they leave (some never do!) they are better placed to move onto the next stage of their career.

We have a comprehensive induction programme that spans the first 6 months including what's critical in the first week, first month, and then monthly afterwards.

- We encourage everyone to use 5 days for their own personal development each year;
- Standard training courses which include: management development; coaching culture; resilience; negotiation; pitching and closing a deal, for example.
- We also design our training and performance development reviews and organise bespoke training courses that meet the skill gaps in the organisation and fulfil the training needs of the people within it.
- Peer-to-peer learning from our community of experts, taking advantage of the breadth and depth of knowledge and experience across the organisation.
- Internal and external invited speakers, workshops and talks that anyone can join or initiate.

UNEP-WCMC Strategy

UNEP-WCMC delivers its strategy through four independent impact areas which are complemented by three cross cutting innovation areas.





The people

We have around 200 amazing people who make up our organisation. We are a really friendly bunch of professionals and do not think a single person has ever left the organisation without saying that it is the people that make the organisation fantastic and how much they will miss them when they leave. We truly do have world class scientists and professionals!



The culture

The WCMC culture is very supportive. There are lots of ups and downs in life, and we want to support our people through the difficult patches, so they can flourish again. We have a free employee assistance line that is available to all employees and their families and offers 6 remote counselling sessions and other advice services.

We have redesigned our kitchen and library to make a fantastic social space where you can have a quiet chat or a loud lunch with your colleagues! We have lots of outdoor space including a wildlife pond, which is a popular area for outdoor meetings and relaxation. We also have tea every Wednesday afternoon, with locally homemade cakes and catch up with everyone and everything that is going on at WCMC.

We are affiliated with Cambridge University, and have rooms in the David Attenborough Building that we can use when we wish. UNEP-WCMC is also a member of the Cambridge Conservation Initiative and we often collaborate with our CCI colleagues in our work.

WCMC attaches great importance to addressing safeguarding and ethical considerations in all activities carried out by its staff, including where partner organisations or individuals are part of the delivery of our work. This includes children and vulnerable adults in the community who may be vulnerable to abuse. WCMC acts with integrity, is transparent and expects applicants to share the same values.



Diversity

We really take our diversity seriously, as we operate globally and need to have the people perspectives within the organisation, to fully understand our clients and partners that we work with. Our aim following the introduction of the points based immigration system was to increase our diversity not only in our range of nationalities, but in all protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex).

WCMC has a sponsorship licence and always take the best candidate for the role from a whole range of applicants and offer sponsorship to those that require it. We have people that have worked for us for more than 30 years, and our fantastic internships often attract the best and brightest graduates.

HOW TO APPLY

If you are looking for a rewarding and motivating post, we want to hear from you.

Please complete our application form and send it together with your 2 page CV and a short covering letter through this [link](#).

We screen candidates based on skills and experience and not their personal details.

Please do not include a photograph on your CV, and note that any applications which include a photograph may be automatically rejected.

Closing date: 10th April 2023



WCMC

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www.unep-wcmc.org