

Job Title: Head of FP&A  
Reports to: VP Finance  
Direct Reports: Finance Business Partners (6), FP&A Analyst

### **Role Purpose**

The Head of FP&A (Financial Planning and Analysis) will play a pivotal role within Draken, leading finance business partner team and financial planning activities in support of long-term strategic growth and decision making.

Operating as a senior finance business partner to the Programmes team and senior leadership team, the role will provide robust insight, challenge and foresight across contract performance, forecasting and investment decisions. The successful candidate will bring deep understanding of long-term contract accounting, including Government contracts, and exceptional financial modelling capability.

The Head of FP&A will assist the VP Finance in improving the organisation's financial forecasting processes, as well as developing their team to ensure no single points of failure and good succession planning.

The Head of FP&A will work closely with the Senior Leadership team, including deputising for the VP Finance where required (alongside the Head of Finance).

### **Key Responsibilities**

#### ***Commercial Finance & Business Partnering***

- Act as a trusted finance partner to senior operational leaders, supporting decision making across Draken's contracts and programmes.
- Provide financial leadership and challenge on contract performance, contract changes and commercial negotiations.
- Clearly articulate financial risks, opportunities and sensitivities to the leadership team.

#### ***FP&A, Modelling & Forecasting***

- Lead Draken's budgeting, forecasting and long-range planning processes, ensuring alignment with strategic and contractual realities.
- Develop, review and maintain complex, Excel based financial models covering long term contracts, cash flows, profitability and scenario analysis.
- Ensure forecasts accurately reflect contract structures, milestone profiles, performance obligations, inflation and indexation.
- Translate complex financial outputs into concise, actionable insight for senior stakeholders.

#### ***Long Term Contract Accounting***

- Provide commercial finance oversight of long-term defence contracts, ensuring appropriate application of revenue recognition and margin management principles (e.g. IFRS 15).
- Work closely with Financial Accounting to ensure alignment between commercial forecasts, management reporting and statutory results.
- Monitor contract performance against original assumptions, identifying emerging risks or opportunities and recommending corrective action.

#### ***Leadership, Governance & Continuous Improvement***

- Provide clear leadership to the finance business partners, setting direction, priorities and expectations.

- Develop direct reports through coaching, mentoring and constructive performance management, building a strong pipeline of commercial finance capability within Draken.
- Establish and maintain strong governance over financial models, assumptions and forecasting processes.
- Drive continuous improvement in commercial finance processes, tooling and reporting as Draken continues to grow and evolve.
- Contribute as a senior member of the finance leadership team, supporting wider finance transformation initiatives where required.

### **Key Requirements**

#### ***Essential***

- Proven experience within the defence sector, with a strong understanding of its commercial, contractual and regulatory environment.
- Significant experience of long-term contract accounting, including revenue recognition, margin analysis and cash flow profiling.
- Qualified accountant (ACA, ACCA or CIMA) with a minimum of 5 years' post-qualification experience.
- Advanced financial modelling capability, with a strong emphasis on Excel-based modelling (complex, auditable and scalable models).
- Demonstrable experience of leading and developing high-performing teams, including line management of direct reports.
- Strong commercial judgement and the confidence to challenge and influence senior stakeholders.
- Excellent communication skills, with the ability to simplify complex financial concepts for non-finance audiences.

#### ***Desirable***

- Experience supporting bid and pricing activity in a defence, aerospace or similar long-term contract environment.
- Experience within an investor-backed or private-equity owned organisation.
- Exposure to multi-entity or international operating structures.

### **Personal Attributes**

- Commercially focused, analytical and detail-oriented, with the ability to step back and focus on strategic outcomes.
- Comfortable operating in a senior, high-accountability role with significant stakeholder exposure.
- Pragmatic, resilient and solutions-focused.
- A collaborative leader with a strong commitment to developing people and building capability.