

## Finance Operations Manager

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Friday, 04 September 2026

Closing Date: Friday, 18 September 2026

### The Role

As Finance Operations Manager, you will lead the Group's operational finance activities, ensuring the effective delivery of accounts payable, payment processes, financial controls and finance systems oversight. You will provide leadership to the Accounts Payable Lead and Finance Systems Lead, driving high standards of service, control and performance across the UK and international business.

Working closely with Finance, IT and operational stakeholders, you will strengthen and standardise core finance processes, including transaction processing, bank reconciliations, working capital reporting and period-end support. Through open Communication and strong stakeholder engagement, you will help ensure finance operations remain efficient, compliant and aligned with business needs.

The role will also play a key part in shaping Serica's finance systems landscape, overseeing improvements across SAP and SUN while supporting the SAP S/4HANA transition. You will champion Learning, continuous improvement and the use of automation, digital tools and AI-enabled solutions to enhance performance and control.

As a leader, you will foster a culture of Empowerment & Accountability, developing high-performing teams and promoting ownership, service excellence and operational discipline. Above all, you will demonstrate Respect and integrity, ensuring finance operations support safe, responsible and sustainable business performance.

### What we are looking for in potential candidates:

We're looking for an experienced finance leader who combines strong operational expertise with a passion for continuous improvement, stakeholder engagement and team development.

### Leadership & Responsibilities

- Lead and develop a high-performing operational finance team, setting clear direction and expectations.
- Drive excellence across finance operations, ensuring efficient, accurate and well-controlled processes.
- Provide oversight of finance systems and support major transformation initiatives, including SAP developments.
- Build strong relationships across Finance, IT and operational teams to influence outcomes and resolve challenges.
- Champion process improvement, automation and digital innovation to enhance performance and service delivery.
- Promote a culture of integrity, accountability, compliance and continuous learning.

### Experience & Qualifications

- Professionally qualified accountant (ACA, ACCA, CIMA or equivalent) with relevant finance qualifications or experience.
- Significant experience leading finance operations within a complex, asset-led or energy-related environment.

- Strong knowledge of accounts payable, receivables, billing, revenue accounting and working capital management.
- Proven experience using SAP finance processes, controls and reporting to support business objectives.
- Track record of improving operational processes, strengthening controls and delivering successful change initiatives.
- Strong leadership, stakeholder management and communication skills with the ability to influence at all levels.

### **Our Culture**

Serica offers the opportunity to be part of a busy, vibrant working environment with a strong culture rooted in mutual respect and trust.

We are passionate about building an inclusive culture that attracts and encourages diversity. We want our employees to feel that they can bring their true self to work, as we recognise the potential that this unlocks and the value that it brings.

We have created an environment that puts people at the heart of everything we do, based on a shared set of values. This means not just doing the essentials of looking after everyone's health, safety and wellbeing but their development, their sense of belonging and their success. Only by making our values a real part of everyday life at Serica can we achieve our goals and grow as individuals and together.

### **Next Steps**

If, having read the information above, you would be interested in a conversation to take things forward, please use the **Apply Here** button to submit your application.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at [marketing@orioneng.com](mailto:marketing@orioneng.com). Further information on how your data is used can be found in their [Privacy Policy](#).

## JOB DESCRIPTION

|                          |                                             |
|--------------------------|---------------------------------------------|
| <b>Job Title:</b>        | Finance Operations Manager                  |
| <b>Department:</b>       | Finance                                     |
| <b>Onshore/Offshore:</b> | Onshore                                     |
| <b>Location:</b>         | Aberdeen                                    |
| <b>Reports to:</b>       | Group Head of Financial Control & Reporting |

### Role Purpose

The Finance Operations Manager is responsible for leading the Group's finance operational activities, ensuring the effective delivery of accounts payable and oversight of Finance systems strategy and activity. The role oversees core transaction processing to ensure the accuracy, efficiency and integrity of financial operations and related accounting processes.

The role supports the wider Finance function in delivering robust financial controls, accurate financial information and effective working capital management. Working closely with Asset Finance, Financial Control & Reporting, Treasury and operational stakeholders, the role ensures operational finance processes are standardised, well-controlled and aligned with business requirements. The role also provides oversight of Finance systems activity through the Finance Systems Lead, with particular emphasis on SAP capability and the SAP S/4HANA transition, ensuring Finance systems (SAP and SUN), data governance and system-enabled process improvements are aligned with Finance operational priorities and wider transformation requirements.

This role requires strong operational finance expertise and process management capability, as well as strong expertise in Finance systems, change management and a continuous improvement mindset to govern teams within a complex finance environment. The successful candidate will demonstrate a proactive approach to stakeholder management, process optimisation and service delivery, with the ability to drive efficiency, control and operational excellence across the finance operations function.

### Areas of Responsibility

|                                    |                                                                                                                                                                                                                                                                            |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Geographical Span:</b>          | UK and International                                                                                                                                                                                                                                                       |
| <b>Budgetary Responsibilities:</b> | No                                                                                                                                                                                                                                                                         |
| <b>Direct Reports:</b>             | Yes                                                                                                                                                                                                                                                                        |
| <b>Duty Holder:</b>                | No                                                                                                                                                                                                                                                                         |
| <b>Key Interfaces</b>              | <ul style="list-style-type: none"> <li>• Finance Teams, including Financial Control &amp; Reporting, Asset Finance, Business Planning, Treasury, IT, PSCM and HR</li> <li>• Asset / operational stakeholders</li> <li>• Suppliers and customers, where required</li> </ul> |
| <b>Travel Required:</b>            | As required                                                                                                                                                                                                                                                                |

## Main Tasks

*Please note that this list of duties is not exhaustive, and employees will be expected to undertake reasonable duties commensurate of their role and grade.*

### Leadership

- Lead, coach and develop the finance operational team overseeing the Accounts Payable Lead and Finance Systems Lead, setting clear objectives and fostering a high-performance culture.
- Drive accountability, service excellence and continuous learning across operational finance activities.
- Lead continuous improvement initiatives across finance operational activities, leveraging automation, digital solutions and AI-enabled tools where appropriate to improve efficiency, controls and service delivery.

### Finance Systems Oversight & Transformation

- Oversee Finance systems strategy and activity through the Finance Systems Lead, with SAP experience and SAP process knowledge treated as a priority capability for the role, ensuring Finance systems (SAP and SUN) effectively support operational finance processes, controls, reporting and business requirements.
- Provide management oversight of Finance data governance, system controls and key master data structures, ensuring appropriate ownership, consistency and alignment with the Group control framework.
- Support prioritisation and delivery of Finance system enhancements, issue resolution and process improvements, working with Finance, IT and business stakeholders as required.
- Provide oversight of Finance Operations input into the SAP S/4HANA transition and implementation, ensuring operational finance requirements, SAP controls, master data, reporting needs and end-to-end process impacts are appropriately represented and aligned across business areas.

### Accounts Payable & Payments

- Manage accounts payable processes, including invoice processing, approvals and supplier payments.
- Drive process discipline, control and efficiency across purchase-to-pay activities.
- Monitor payment performance, supplier relationships and aged creditor balances, ensuring issues are escalated and resolved appropriately.
- Ensure compliance with delegated authorities, payment controls and internal policies.

### Controls & Reporting

- Support working capital optimisation through clear reporting, follow-up and escalation of issues.
- Maintain strong finance operational controls and support period-end reporting requirements.
- Manage bank reconciliation processes, including timely review of reconciliations, investigation of reconciling items and escalation of issues to relevant stakeholders to ensure accurate cash and financial reporting.
- Develop and maintain finance operational policies, procedures and standard operating practices to support a consistent control environment.
- Prepare, monitor and action finance operational KPIs to improve process efficiencies.

## HSE Responsibilities

- Comply with Serica's HSE policies, procedures and the Operations Management System (OMS).
- Report hazards, incidents and near misses promptly through the agreed system (e.g. Synergi).
- *State any safety-critical or process safety elements key to the role (i.e. Contribute to effective Process Safety Management, ensuring system barriers are maintained & operated within specified limits).*

| Professional/Educational Requirements |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Essential:</b>                     | <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Significant finance operational experience across accounts payable, accounts receivable, billing, and revenue accounting within an upstream energy or other asset-led environment.</li> <li>• Experience managing transactional finance processes within a complex, multi-entity or shared service environment.</li> <li>• Proven track record of improving finance operational processes, controls and service delivery.</li> <li>• Hands-on experience working with SAP finance processes, controls and reporting, with the ability to translate operational finance requirements into effective SAP-enabled solutions.</li> <li>• Experience leading and developing finance teams, driving performance and accountability.</li> </ul> <p><b>Technical Skills</b></p> <ul style="list-style-type: none"> <li>• Deep understanding of revenue accounting, billing, Accounts Receivable, collections, Accounts Payable and payment processes.</li> <li>• Strong understanding of working capital management and the operational drivers of cash flow performance.</li> <li>• Confident working with finance systems, with strong SAP capability and experience using SAP workflows, master data, reporting and controls to improve operational effectiveness.</li> <li>• Strong control mindset, with a good understanding of period-end close processes and financial reporting dependencies.</li> </ul> <p><b>Leadership &amp; Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Highly organised, delivery-focused and able to manage high-volume activity to deadlines.</li> <li>• Strong stakeholder management skills, with ability to resolve issues and drive accountability.</li> <li>• Collaborative, process-minded and focused on continuous improvement.</li> <li>• Strong leadership capability, with the ability to coach, develop and motivate teams.</li> </ul> <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Degree in Finance, Accounting, Business or a related discipline, or qualified through experience.</li> <li>• Professionally qualified accountant (ACA, ACCA, CIMA) or equivalent financial qualification.</li> </ul> |
| <b>Desirable</b>                      | <ul style="list-style-type: none"> <li>• Experience supporting finance transformation, ERP implementation or process automation initiatives.</li> <li>• Experience using digital tools, automation, reporting and AI-enabled solutions to improve finance operational processes, efficiency and controls.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

| Equal Opportunities and Reasonable Adjustments                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Serica Energy is an equal opportunities employer. We welcome applications from all candidates and are committed to a fair and inclusive recruitment process. Reasonable adjustments will be made to support applicants and employees with a disability or health condition (Equality Act 2010).</p> |