



POSITION TITLE: Management Accountant
LOCATION: Thetford, Norfolk
REPORTS TO: UK Finance & Operations Director
ENTITIES: Rioned UK Ltd & Andy Guest Jetters Ltd

THE BUSINESS

Rioned is the European market leader in drain cleaning and jetting equipment. We manage the full lifecycle in-house—from engineering and product design to sales, after-sales service, and machine rentals.

Our UK operation is based in Thetford, Norfolk, with a sister company in Keighley, West Yorkshire. With a team of just 30 employees across both sites, we operate with agility, strong collaboration, and a hands-on approach from everyone, regardless of title.

Over the past five years, we have achieved record-breaking year-on-year growth in the UK—thanks to our high-spec products and exceptional people. This is the foundation of our continued success.

Reporting into the UK Finance & Operations Director, the Management Accountant will play a pivotal role in running the day-to-day financial operations of two legal entities while providing accurate, timely, and insightful financial reporting to support business decision-making. This role combines hands-on transactional oversight with management reporting, budgeting, and business partnering, ensuring financial integrity, compliance, and operational efficiency.

KEY RESPONSIBILITIES

Financial Operations & Compliance

- Oversee the day-to-day running of the finance function, ensuring smooth processing of transactions and accurate record-keeping.
- Produce balance sheet reconciliations for both legal entities, including intercompany accounts.
- Lead the annual audit process for both legal entities, coordinating with external auditors and providing required documentation, with support from the Finance & Operations Director.
- Complete quarterly VAT returns and ensure compliance with all HMRC requirements.
- Maintain and update the fixed asset register, processing acquisitions, disposals, and depreciation journals.
- Prepare and process payroll on a monthly basis, ensuring accuracy and compliance with employment and tax regulations.

Management Reporting & Analysis

- Compile and deliver monthly management accounts for two legal entities, including analysis of three business segments, with detailed variance analysis to support senior leadership decision-making.
- Deliver budget vs. actual spend analysis to highlight risks, opportunities, and cost control measures.
- Conduct margin analysis by product line to provide true profitability insights.
- Review costs for both legal entities, identifying savings and efficiency opportunities.
- Support annual budget preparation and forecasting activities.
- Track business performance against KPIs through data analysis and leverage Power BI to support the company's growth strategy.

Business Partnering & Management

- Act as a finance business partner to operational teams, translating financial data into actionable insights to guide decision-making and managing budget targets.
- Work with the Finance Assistant to ensure credit control KPIs are met, stepping in where necessary to support cash collection.
- Mentor and support the Finance Assistant to align their work experience with AAT studies, and manage the Parts Coordinator in finance-related tasks.

Process Improvement & Systems Development

- Take responsibility as the first point of contact for operational IT issues and act as the liaison with Rioned NL (Business Analyst) for all IT and D365-related topics.
 - Develop and oversee financial processes to improve accuracy, control, and efficiency across the finance function.
 - Review and supplier payment runs, ensuring accuracy, compliance, and cash flow optimisation.
 - Support the development and improvement of financial reporting tools and ERP systems (Microsoft D365), acting as a UK liaison for the use of existing Power BI reports and helping to identify gaps and requirements for new reports.
 - Complete month-end and year-end journals to ensure a timely and accurate period close.
 - Provide ad-hoc analysis and reporting to support senior leadership and operational managers.
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PERSON SPECIFICATION

Essential Skills & Experience

- Proven experience in a similar role, particularly P&L control.
- Strong technical knowledge of accounting, reconciliations, and statutory compliance (VAT, audit).
- Advanced Excel skills and experience with ERP systems (Microsoft D365 preferred).
- Strong analytical skills with the ability to present complex information clearly and concisely.
- Demonstrated experience in producing management accounts and insightful variance analysis.
- People management experience with the ability to mentor and develop team members.
- Excellent organisational skills with the ability to manage multiple priorities and deadlines.

Desirable Skills & Experience

- Excellent analytical and numerical skills.
- Qualified chartered accountant (CIMA, ACCA, ACA or equivalent).
- Experience delivering financial presentations to senior leadership.
- Experience with process improvement.

Personal Attributes

- Proactive, hands-on approach with a strong attention to detail.
 - Confident communicator with ability to articulate financial information and analysis to stakeholders, both written and verbally.
 - The ability to prioritise and manage own workload to meet important deadlines.
 - Independent thinker and a keen problem solver with a “can do” attitude.
 - Be comfortable working as part of a team and autonomously.
 - High level of integrity, confidentiality, and professional standards.
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BENEFITS

£35-£45k per annum

25 days holidays + statutory

Up to 6% matched contribution to a private pension scheme

Health Cash Plan

Flexible “off time” system gaining 2 hours of “off time” for every 40hr worked

