



Job description

Job title	Senior Management Accountant
Department	Finance
Contract	Permanent
Salary	£59,400 per annum
Hours	Full-time, 36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Head of Finance
Responsible for	Assistant Management Accountant

Background

Tate's vision is to serve as artistically adventurous and culturally inclusive art museums for the UK and the world. We deliver this through activities in our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with our national and international partners. At the heart of Tate is our collection of art, which includes the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections. We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

You can find further information about Tate on our website: www.tate.org.uk.

About the role

To lead the support for management decision making at all levels and ensure that operational managers are provided with pro-active financial management support to ensure Tate achieves a balanced financial position.

About your team

The Finance Department is responsible for financial planning, reporting and control for Tate. The management accounting team, reporting to the Head of Finance, is responsible for management reporting, forecasting, budgeting and business partnering with budget holders. The management accounting team consists of 3 senior management accountants, 2 management accountants and 1 assistant management accountant.

What you will do (Main Duties and Responsibilities)

- Work with Senior Management accountants to produce the monthly information pack, quarterly reforecasts and the annual budget.
- Provide variance analysis and commentary on financial results for the areas assigned to you.
- Support managers at all levels to discharge their responsibilities as budget holders.
- Regularly monitor and review financial performance to ensure efficient, effective and economical use of resources across the organisation.
- Work with Audience Insights team to compile insightful visitor attendance reports.
- Provide financial and non-financial information to Trustees, divisional directors, budget holders, project managers and external funders including DCMS.
- Support business planning by providing financial analysis and modelling to guide decision making.
- Undertake ad hoc analysis and the development of business cases and projects, evaluating key assumptions.
- Promote financial management at all levels through training and support.
- Ensure effectiveness of financial system (Unit 4) in delivering timely and reliable information through evaluation of information.
- Implement and co-ordinate systems to gather and monitor key performance measures and benchmarking data.
- Set work plans, delegate tasks, review performance, provide guidance, coaching and mentoring for junior members of the team.
- Provide support for the Financial Controller and Head of Finance as required.

What you will bring to the team

Essential

- A recognised accountancy qualification with significant post qualification experience.
- Previous Management Accounts or Financial Planning & Analysis experience with a proven track record of budget setting and monitoring in a complex organisation.
- Ability to work under pressure, in a flexible manner, whilst maintaining a high level of attention to detail.
- Ability to set clear objectives, prioritise and monitor progress of own workload to ensure work is delivered on time and deadlines are met.
- Excellent analytical and financial comprehension skills.

- Experience of using reporting tools to present effective management information.
- Able to use a range of influencing styles to build trust with budget holders and develop effective working relationships with managers at all levels.
- The ability to analyse problems and issues, put them in a wider strategic context, assess risks and propose creative solutions.
- Resilient and able to deal with ambiguity and support others to work through situations which are not straightforward to find solutions.
- Experience of developing financial and management reporting.
- Experience of managing and supporting the professional development of a diverse team, and of creating an inclusive and respectful culture within a team.
- An interest in and commitment to the work of Tate.

Desirable

- Experience of Unit 4 (financial system).

Tate for all

Diversity and Inclusion

Our jobs are like our galleries, open to all.

Our aim is to become a truly inclusive organisation with a workforce and audience as diverse as the communities we serve. This is fundamental to Tate's future success and our ability to continue to contribute to culture and society in the UK.

We want our workforce to be more representative of all sections of society at all levels in the organisation. The range of perspectives and experience diversity brings is an asset to our organisation and we want to create an inclusive, welcoming environment for visitors, artists and all those who work at Tate. Tate expects all employees to contribute to this aim as part of their role. More information about diversity and inclusion at Tate can be found on our [website](#).

Our Values

- **Open:** we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold:** we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous:** we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.
- **Kind:** we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 (pro rata for part time colleagues).
- A pension scheme with generous employer contributions.

- Life Assurance and Income Protection for DC scheme members.
- Interest-free Season Ticket Loan.
- Cycle to Work scheme – enabling you to buy a bike in a tax efficient way, for travelling to and from work.
- Rental deposit scheme – an interest free advance to help towards the cost of a deposit for privately rented accommodation
- Subsidised staff catering arrangements and discounts in the Tate Restaurants and Cafes.
- Access to Tate Benefits which offers access to discounts in high street stores.
- Access to a 24/7 Employee Assistance Programme to support you with any work, personal or family issues. This includes telephone-based support, as well as comprehensive online resources.
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out-of-hours.
- Discounts on items purchased in the Tate shops.
- Free access to a number of other galleries and museums throughout the UK on production of a valid staff pass.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership

Safer Recruitment

Tate is committed to providing a safe environment for all those who work at Tate and all those who come into contact with Tate as visitors to the galleries, as participants in Tate activities, and online. The safe recruitment of all those who undertake work on behalf of Tate is the first step to ensuring that we are fulfilling this commitment.

All positions at Tate are offered subject to the following conditions:

- Receipt of satisfactory references covering the last 3 years of your employment or education.
- Health clearance
- A satisfactory Disclosure Check.
- Proof that you are legally entitled to work in the UK

You can find out more information about our pre-employment checks and what they mean for you in our 'Guidance Notes for Applicants' document.

How to apply

Our opportunities are open for you to apply online. Please visit:

www.tate.org.uk/about/workingattate/ to create an account by registering your details or, if you are an existing user, log into your account.

For all opportunities we ask candidates to complete an online application form for the vacancy they are interested in. If you need an application form in an alternative format please call us on 020 7887 4997. Once you have submitted your application you can keep track of its progress by logging into your account.

The closing date for the submission of completed application forms is 2 July 2024 by midnight. Interviews will be held in July 2024.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.

