

Finance Director / Interim Finance Director

Introduction to 4ways Healthcare & Evidia UK

4ways Healthcare, part of Evidia Group, one of Europe's leading providers of diagnostic imaging services, is seeking an experienced Finance Director to lead and develop our finance function while supporting the business through its next phase of growth.

Since 2005, we have partnered with the NHS to improve access to and efficiency of diagnostic services across the UK, establishing ourselves as a market leader in teleradiology. With more than 165 colleagues based at our Hemel Hempstead headquarters and a UK radiologist network of over 400 consultants, we play a vital role in helping healthcare providers deliver faster diagnoses and better patient outcomes.

4ways is part of Evidia. Evidia is Europe's leading diagnostic imaging platform, combining clinical excellence with cutting-edge digital and AI capabilities. Fully integrated and patient-centric, it delivers fast, reliable diagnostics and sets the benchmark for modern, tech-enabled healthcare delivery.

Headquartered in Germany, the group employs more than 2,450 people across over 130 locations.

The group is underpinned by long-lasting medical experience from the management team and local practices, offering the full range of diagnostic imaging through outpatient clinics and hospital co-operations alongside leading teleradiology services.

Role Purpose

The Finance Director (FD) manages the Finance Department and oversees costs control, legal and risk management. The role of the Finance department is to ensure all financial aspects of the companies' current and future operations are planned, executed, controlled and reported accurately, efficiently and in accordance with internal group and external local accounting standards.

The role reports into the CEO of 4 Ways as well as functionally to the Group CFO of Evidia Group (Group office located in Germany). The FD will be a key member of the senior leadership team, responsible for providing strong financial leadership while transforming the finance function into a more efficient, scalable and commercially focused business partner.

Scope and responsibilities

The FD is responsible for Finance control & reporting (including Tax and Treasury), Business Control, Billing & Credit Control, Legal and Procurement. The FD is responsible for operating these departments in a lean and cost-effective way, while providing accurate audit proof accounts. The size of the department covers currently around 7 FTE.

Group Finance provides guidance, supports best practice exchange, process and certain systems support (LucaNet, Business Intelligence), while the FD UK is responsible for the local accounting

and invoicing system. Except for external financing, all finance activities take place within the country (no shared services).

Key Responsibilities

Finance

- **Strategy and business growth:** Act as a trusted financial adviser and business partner to the CEO and senior leadership team. Provide clear analysis and create multi-year forecasts to support strategic and commercial decisions on M&A and greenfield growth.
- **Finance transformation:** Review and redesign finance processes and systems. Improve the speed, accuracy and quality of management information. Identify opportunities for automation and digitisation.
- **Business Control:** Ensure on-time and insightful management reporting and forecasting in line with group standards. Prepare business cases for CAPEX approvals. Set up and manage a cross-functional KPI framework.
- **Commercial support:** Provide financial insight into pricing, margins, customer and service line profitability. Review tender pricing and provide analytical support.
- **Finance accounting and reporting:** Ensure correct accounting and monthly/ annual reporting in line with local GAAP, IFRS and group standards.
- **Treasury and Cash management:** Take ownership of cash flow forecasting and liquidity management.
- **Tax:** Ensure tax compliance (including transfer pricing), monitor and report tax exposures.
- **Purchase-to-Pay:** Ensure payment of invoices in line with payment terms.
- **Billing and Credit Control:** Creation and delivery of invoices in line with local legal requirements. Collection of receivables from customers in line with payment terms.
- **Working capital management:** Monitoring and challenging payment terms agreed with customers and vendors by management.
- **Internal control:** Manage a strong internal control environment including implementation of a local authorisation matrix.

Procurement

- Achieve procurement savings of materials and services and where beneficial combined with group initiatives.
- Manage the P2P workflow standard and system support.

Legal

- Maintain a compliant governance/ legal structure (including business licenses) in line with business activities.
- Ensure standard legal contracts are applied and where needed (internal or external) legal contract review and advice takes place.

People Management

- Ensure all staff are equipped, trained, qualified, motivated, developed and empowered to provide high-quality services and effective support.
- Develop succession plans for key finance roles and develop potential successors.

Education/ Experience and Competencies

- Minimum of 15 years of working experience, including 5 years as Finance Director/ CFO.
- Masters University degree (or comparable) holder in Finance, Accounting or Economy. Preferably professional accounting/ business control qualification (local, ACCA, CIMA).

Work experience organisation

- Private equity investment, including interaction with shareholders.
- Multi-national company working with different cultures and countries.
- UK Healthcare service delivery (or organisations acting in the industry) or B-to-C distributed services delivery (e.g. retail, logistics).

Track record

- Acted in a buy-and-build setting for a private equity investment, including managing acquisitions, integration and divestments of companies.
- Managing efficient Finance departments both in a growth setting as well as managing continuous improvement, based on process redesign and systems implementation.
- Acting as a business partner to leadership team in definition and implementation of strategy, improving the financial performance and the efficiency of processes and use of resources.
- Effective people management practices, including leadership development, succession planning and training and coaching.

Technical Skills (Required)

- Knowledge and experience in the field of business control, finance control & reporting, treasury, liquidity planning, working capital management and taxes (direct responsibility).
- Strong conceptual and analytical skills. Guides based on facts and clear KPIs, can quickly analyse and interpret business themes.
- Adept at working both strategically as well as with attention to detail.

About You

- Natural Leadership: Strong entrepreneurial leader with a natural authority, business mindset and a “can-do attitude”.
- Pro-active and hands-on approach.
- Change agent with a clear understanding of setting priorities and diligent execution.
- Strong communication and interpersonal skills applicable for multi-cultural settings and communication with executive, managerial and staff level. Way of communication: Open and transparent, able to challenge colleagues in a positive way, a down-to-earth person who can bring a consistent and concise message.
- Ability to manage local capabilities/ requirements and leverage Group and peer region capabilities. Continuously strives to foster a best-practice culture with cross-border collaboration.
- Team player: Gets respect based on their know-how and personality. Not afraid to confront and take an independent position and challenge others in the organisation to achieve a common goal.
- Realist/hands-on: Demonstrates self-awareness of personal limitations, possesses a good sense of human interaction, and exhibits a stable and dependable character.

What's in it for you?

- Competitive salary
- 25 days holiday (plus bank holidays)
- Training and development opportunities to help you grow your career
- Company pension scheme
- Mediacash healthcare plan with reward cashback options
- Regular internal events throughout the year
- SmartGo travel incentives
- Access to our Wellbeing Hub for mental and physical health support

Apply today

If you're ready to play a key role in shaping the financial future of 4ways, we'd love to hear from you. Please send your CV to info@4waysdiagnostics.co.uk.