



Job Title: Group FP&A Analyst – Financial Modelling

Location: Manchester Group Head Office, Hybrid working – 1–2 days in the office

Reports to: Group FP&A Manager

Accountable to: CFO

Job Purpose

This role sits within the Group FP&A function and is responsible for supporting the development, maintenance and enhancement of core group financial models that underpin long-range planning, strategic decision-making and investment appraisal. The role will provide high-quality modelling, scenario analysis and insight to support the Group's 5-year plan, M&A and business development activity, capital allocation decisions, and wider strategic initiatives. The successful candidate will combine strong technical modelling skills with commercial judgement to translate complex assumptions into clear, decision-ready outputs for senior stakeholders.

Key Responsibilities:

Group Financial Planning & Forecasting

- Support the development and maintenance of the Group's long-range planning and forecasting models, including the 5-year plan, budget and rolling forecast across multiple regions and operating units.
- Develop and maintain integrated financial forecasts aligned to strategic objectives, growth plans, and operational capacity.
- Work with stakeholders to translate operational, commercial and strategic inputs into robust financial planning outputs.
- Support the consolidation of regional and business unit forecasts into group-level planning outputs, ensuring consistency of methodology, assumptions and presentation.

Scenario Analysis, Sensitivities & Risk Modelling

- Support the Group FP&A Manager in maintaining probability-weighted financial models assessing key risks, including:
 - Revenue, occupancy, and demand volatility
 - Funding, pricing, and payer risk
 - Regulatory and policy changes across jurisdictions
 - Cost inflation, workforce availability, and wage pressure
- Translate qualitative risks into quantified financial impacts using sensitivity analysis and scenario modelling
- Produce multi-case scenario models (downside, base, upside) and stress-test scenarios to assess liquidity, covenant headroom, and cash-flow resilience
- Translate complex operational and strategic risks into quantified financial outputs and clear recommendations for senior stakeholders.



Financial Modelling & Strategic Decision Support

- Build, maintain and enhance complex integrated financial models covering P&L, cash flow and balance sheet to support group planning and strategic decision-making.
- Develop modelling outputs to support:
 - New site openings and capacity expansion
 - Capital investment decisions
 - Pricing, funding, and regulatory change
 - M&A opportunities and post-acquisition performance tracking
- Support ad-hoc financial modelling, scenario analysis and investment appraisal requests, delivering timely and high-quality outputs to support strategic and operational decision-making.
- Ensure all models are robust, auditable, and clearly documented

Business Partnering & Insight

- Partner with finance and operational stakeholders to support planning, analysis and decision-making across the Group.
- Support the evaluation of strategic initiatives, investment opportunities and business development cases through clear financial analysis and insight.
- Monitor and analyse actual performance against plan, forecast and investment cases, identifying key variances and providing recommendations to improve forecast accuracy and business performance.
- Challenge assumptions constructively and help improve the quality, consistency and integrity of planning inputs across the Group.
- Communicates complex financial information clearly and concisely, adapting outputs appropriately for different stakeholders.
- Takes a proactive and continuous improvement mindset, seeking opportunities to strengthen models, streamline processes and enhance the quality of insight.

Person Specification

- Experience in a finance business partnering, commercial finance or business analysis role within a fast-paced, multi-entity environment.
- Advanced Excel and financial modelling skills, including experience building and maintaining integrated financial models for planning, forecasting or investment appraisal.
- Experience supporting long-range planning, strategic business cases, investment appraisal, M&A, business development analysis and/or ad-hoc modelling for senior stakeholders.
- Analytical mindset with strong attention to detail, balanced with the ability to see the bigger picture.
- Excellent communication and interpersonal skills, with confidence in engaging stakeholders at all levels.
- Commercially astute, able to interpret and present data in a meaningful way to drive decisions.
- Hands-on and adaptable, with the ability to thrive in a scaling, fast-moving environment.
- Experience with ERP systems, Power BI or similar tools is advantageous.
- Professional finance qualification (e.g., CIMA, ACCA) preferred but not essential.