

TALENT DECK

Head of Finance - Cornwall or London



ORIGIN

WELCOME

ORIGIN

We're pleased you have found us.

Origin is bound by one central ethos; to source exceptional coffee through a sustainable, triple bottom line approach.

Ultimately, it's about respect – for the people, the process, the coffee, and the brewing. We simply focus on making the coffee the best it can be.

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ABOUT US

ORIGIN

Bumpy jeep rides through the mist to early morning brews. You can trace the journey in every cup.

Our story began over 15 years ago, when speciality coffee was a fledgling concept in the UK. Owner, Tom has always been involved in the industry, working for his father's coffee business growing up. It was then during a trip to Australia in the early 2000s where he experienced their progressive coffee culture first-hand that the idea for Origin was born.

Now, with an 80 plus strong team of coffee professionals, a world-class coffee program, 7 coffee shops and an ever-evolving product range, we sit proudly as one of the UK's longest standing speciality coffee roasters.



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CERTIFIED B CORP

ORIGIN

BUSINESS AS A FORCE FOR GOOD.

Measuring and holding accountable, our entire social and environmental impact.

This is the gold standard of sustainability from the only certification that measures a company's entire social and environmental performance. The B Impact Assessment evaluates how a company's operations and business model impact their workers, community, environment, and customers. It interrogates everything from supply chains and input materials to charitable giving and employee benefits.



Costa Rica



Nicaragua



Ecuador

OUR WORK

ORIGIN

We've been fortunate enough to have travelled the world each year in pursuit of excellent coffee,

following the speciality industry's guiding principles of Direct Trade. And, each year, as we grow, we travel farther and wider, finding ourselves in the enviable position of being able to look beyond the expected. Our long-standing relationships remain the backbone of what we offer, but new explorations punctuate this and offer our customers a taste of the future.

We desire to empower and enthuse people at every stage of the coffee journey. Whether it's an impromptu over-the-counter conversation in one of our shops or a Speciality Coffee Association (SCA) accredited course in one of our professional training labs.



DEPARTMENTS

ORIGIN

Brand & Marketing



Customer Service



Education & Training



Finance, Operations & People



Production & Warehouse



Retail



Technical



Wholesale



ACCOLADES

ORIGIN



Recognising knowledge
and skill...

and rewarding consideration and creativity.
We're privileged to have supported some of
the world's leading coffee professionals, who've
won the following national and worldwide
industry competitions whilst they were working
at Origin.



The Roastery Team

THE ROLE



Joining our senior management team, the Head of Finance will play a pivotal role in managing Origin's financial performance. Serving as an integral cornerstone within Origin, you will meticulously oversee all financial functions. You will business partner with our heads of and departments leads to support them continuously improve their departments, so they have the right numbers when they need them and clear business plans and ways of tracking progress. Your proven technical background will drive robust and accurate reporting across many stakeholders, and you will take full responsibility for production of both the management accounts and board report to be presented each month.

As the helm of all financial operations, you will take full ownership, overseeing endeavours to scrutinise, implement improvements, and fortify finance processes to ensure seamless operations. Your unwavering focus on risk management and revenue augmentation will be paramount to propelling our financial successes.

Directly reporting to our Finance Director, you will be entrusted with leading financial reporting and initiatives that seamlessly align with Origin's growth objectives. You'll drive enhancements across all financial functions, ensuring optimal efficiency, compliance, and financial coherence.

RESPONSIBILITIES



Financial reporting and compliance

Prepare monthly, quarterly, and annual financial reports for senior management, Origin's investors, and external stakeholders. This includes delivery of the management accounts and monthly board report.

Ensure financial reporting is accurate and timely in compliance with regulatory standards and Origin's internal policies, providing transparent insights into cash flow and financial performance.

Maintain accurate records as per the business's legal and regulatory requirements.

Finance operations management

Implement and streamline finance processes to enhance efficiency and accuracy.

Forecast monthly, quarterly, and annual financial results, collaborating closely with department heads to align financial forecasts with operational plans.

Monitor price changes or margin fluctuations, ensuring pre-planning and communication to mitigate impact on the P&L.

Cash flow management

Manage Origin's cash flow effectively to ensure financial stability and support operational requirements.

Monitor cash flow projections and optimise working capital to facilitate strategic investments.

Implement cash management strategies aligned with Origin's objectives and financial policies.

Risk management and mitigation

Conduct thorough risk assessments to identify and mitigate financial risks impacting business operations.

Develop and implement risk management strategies, ensuring compliance with regulatory requirements.

Regularly review and update risk management processes to adapt to changing market conditions.

RESPONSIBILITIES

ORIGIN

Team leadership and development

Lead and mentor the finance team, fostering a culture of collaboration, accountability, and professional development.

Provide guidance and support to finance team members, empowering them to excel in their roles.

Promote cross-functional collaboration and knowledge sharing to enhance the effectiveness of the finance function.

Relationship management

Maintain productive relationships with external partners, including auditors, tax advisors, and financial stakeholders.

Collaborate closely with internal stakeholders to provide financial insights and support decision-making processes.

Act as a trusted advisor to senior management, offering strategic guidance based on sound financial analysis.

Continuous improvement and innovation

Drive continuous improvement initiatives within the finance function to streamline processes and enhance operational efficiency.

Identify opportunities for innovation and technological advancement to optimise financial and systems operations.

Stay abreast of industry trends and regulatory developments to ensure Origin remains competitive and compliant.

Reporting structure

Report directly to the Finance Director, providing regular updates on financial performance, risks, and strategic initiatives.

Collaborate closely with senior management to align financial strategies with overall business objectives.

Serve as a key liaison between the finance function and other departments, facilitating communication and alignment on financial matters.

ABOUT YOU

ORIGIN

To be successful in this role, these qualities in you matter the most

Be a qualified accountant with extensive experience managing finance operations, including management accounting and audit oversight.

Possess a service mindset, committed to providing actionable financial insights to department heads.

Demonstrate initiative and a willingness to learn, particularly in financial planning and analysis (FP&A).

Have experience in finance within an online business environment.

ABOUT YOU

ORIGIN

Essential qualities to have

ACA, ACCA, or equivalent qualification in Finance or Accounting.

Proven track record in senior-level financial management roles, preferably within retail or FMCG sectors.

Strong leadership and team management abilities.

In-depth knowledge of financial regulations, accounting standards, and compliance requirements.

Excellent analytical, problem-solving, and communication skills.

Desirable qualities to have

Previous experience in the coffee or hospitality industry.

Experience with Enterprise Resource Planning (ERP) systems.

Experience leading finance transformation initiatives or process improvements.

Experience managing financial operations in a global or multi-national context.

OUR VALUES

ORIGIN

1.

We're honest, authentic and stay true to what we believe is right.

2.

We craft exceptional products and experiences which set us apart.

3.

We create an inclusive environment where everyone can strive for excellence and have fun.

4.

We take pride in the role we play and are driven to succeed.

5.

We treat people the way we like to be treated.



COMPENSATION + BENEFITS

ORIGIN

Competitive Salary

Up to £60,000 FTE per annum DOE plus a generous EMI scheme. Salary is negotiable for the candidate with the knowledge and skills to fulfil all elements of the role.

Nature of contract and working pattern

Permanent and full-time. Origin supports flexible working options for the right candidate who can meet both the role and the needs of the business.

Base

Porthleven, Cornwall or Southwark, London. Relocation package available.

Holidays

26 days including your birthday off, as well as 8 bank and public holidays.

Pension

Employer (5%) and Employee (3%) pension contribution, employees can increase their contribution.

Mental Health and Physical First Aid Training

We provide our employees with a toolkit for both preventing and addressing mental health crises in and out of work, providing genuine support, safety and happiness in the workplace.

Enhanced Maternity, Paternity, Adoption, IVF Journey Leave and Pay

We recognise the importance of family and provide enhanced pay to support all parents and their journey to becoming one.

Transitioning at Work Policy

We want everyone at Origin Coffee to feel comfortable to be themselves at work. We are committed to promoting equity and diversity supporting our colleagues who identify as trans and providing support through any transitioning process.

Financial Wellbeing Support

We have partnered with Wagestream, a financial well-being provider that offers financial coaching, money management, debt advice, and individual tailored advice

Employee Assistant Programme

A comprehensive suite of support from an (EAP) including help with physical, mental, and financial wellness at work

Continued Professional Development

We invest in all our employees by supporting personal development and encouraging you to broaden your experience and learning potential, led by you

SCA Training

Everyone who works for Origin can embark on the SCA training programme. Depending on your readiness to learn you can dip your toe in or immerse yourself fully. It's quite addictive!

An Employee Referral Scheme

Once you join Origin, you'll want to introduce like-minded people to us. When you do, they settle in and pass their probation, you earn £200

Other

Time off for volunteering, cycle to work scheme, free coffee at work and to take home, discounts in all our cafés and on our merchandise and partners. And of course, regular social and team events serving exceptional food, drink, and of course, amazing coffee!

HOW TO APPLY



To apply for the position, please apply via [Origin Coffee Careers](#). If you have a portfolio or digital format of any kind to support your application, please include this. Your application should explain your motivation for the role, and how your skills and experience fit the 'about you' section and outline your vision of how you'll succeed in this role. Do mention where you first saw the role advertised and your reason for applying. Early application is encouraged as we may close applications early if suitable candidates are identified.

Please note that only shortlisted candidates will be contacted for further steps in the selection process.

Hiring Process

Initial phone screening call (30 mins).

Interviews

1. Initial panel interview to assess overall fit and alignment with Origin's company culture.
2. Technical interview to evaluate financial acumen, ability to analyse data, and operational activity to support strategic thinking.
Behavioural interview to assess leadership skills, problem-solving abilities, and collaboration potential.

Interviews will be held onsite in Cornwall and London or remote, depending on location and availability (1-1.5 hours).

Please note that due to the volume of applications we receive, we are not always able to respond directly. If you have not been contacted directly, we regret that you have not been successful in securing a position at the next stage of the process.

DIVERSITY + INCLUSIVITY

ORIGIN

Support

If you have a medical condition or an individual need for an adjustment to our process, and you believe this may affect your ability to be at your best, please let us know so we can talk about how we can best support you and make any adjustments that may be needed.

Diversity and inclusivity statement

Origin Coffee is committed to make inclusivity, diversity, and equity part of everything we do, for our people to feel like they belong and are valued, respected, and supported to succeed.

Origin Coffee has come a long way over the last 18 years—and we're just getting started. As we continue to grow, we value and recognise the importance of building a workforce as diverse and unique as the journeys we take to source exceptional coffee. We take great care to build and nurture relationships with producers, scrutinise the supply chain, and seek innovative ways to craft incredible products, with care—all made possible through the individuals who come together at Origin. We are always reviewing and improving how and what we do, starting from within:

- better representation across our teams
- support flexible working
- continuously working towards removing barriers and bias
- building inclusive teams who represent people from all groups in society
- building a workplace environment where people are encouraged to speak out against discrimination and unfair treatment in any form
- supporting all our people to bring their whole and best selves to work.

Coffee Cupping



Barista Championship



Beach Clean in Porthleven

TOM SOBEY, OWNER & FOUNDER OF ORIGIN

“Origin and its people have been on a journey of exploration and collaboration. What we do has changed over the years, but our approach remains the same. Ultimately, it’s about respect – for the people, the process, the coffee, the brewing. We simply focus on making the coffee the best it can be. And we will continue to do this for evermore.”

The Roastery Café, Porthleven



Training Lab, London



COFFEE	
Black Coffee	2.00
Espresso	
Batch Brew	
White Coffee	2.00
Macchiato	
Cortado/Flat	
Flat white	
Latte/Longblack	
Beer Bar	from 4.00
Food/Drink	
Cold Brew	2.00
Extra	+0.50
Almond milk	
Coconut	
Oat	
OTHER DRINKS	
Lower half tea	1.50
Hot chocolate	2.00
Mocha/Hot	2.50
Mocha/Ice	2.50
Mocha	2.50
Protein smoothies	from 4.00
Hot chocolate	



THANK YOU

ORIGIN

Find out more
about Origin

 origincoffee.co.uk

 [@origincoffee](https://twitter.com/origincoffee)

 [@origincoffeeroasters](https://www.instagram.com/origincoffeeroasters)

 [@origincoffeeroasters](https://www.facebook.com/origincoffeeroasters)