



CAREER OPPORTUNITIES

Job Description: VP Commercial Finance

WELCOME TO PCI PAL

PCI Pal is an AIM-listed leading provider of SaaS solutions that empower companies to take payments securely, adhere to strict industry governance, and remove their business from the significant risks posed by non-compliance and data loss. We are integrated and resold by some of the worlds' leading business communications vendors, as well as major payment service providers.

As the business scales, Finance plays an increasingly strategic role in driving commercial decision-making, capital allocation, operational performance, and M&A activity.

We are currently looking for a VP Commercial Finance to join our UK team.

THE OPPORTUNITY:

We are looking for a VP Commercial Finance to lead the commercial and FP&A engine of the Group. Reporting to the CFO, you will be the person who turns financial data into the story of our performance, the case for our investments and the lens through which we evaluate every commercial decision from pricing and partner economics to M&A and capital allocation.

This is a high-visibility role designed for a commercially-minded SaaS finance leader who is hands-on with the numbers, fluent in modern finance technology and AI tooling, and motivated by the chance to be part of a fast-growing listed technology business. You will partner closely with the Finance Director and together you form the senior finance leadership of the Group.

KEY RESPONSIBILITIES

- Act as a trusted partner to the CFO and Executive Leadership Team, helping shape strategy, investment decisions and business performance.
- Lead the Group planning processes, including budgeting, forecasting and long-range strategic planning.
- Own financial performance reporting for Executive and Board audiences, translating data into clear insight and action.
- Partner with commercial leaders to drive growth and profit, optimise customer economics and improve operational leverage.
- Own commercial analysis and investment appraisal across the Group, partnering with Product on the financial modelling behind pricing.
- Develop scalable financial models, KPI frameworks and reporting capabilities that improve visibility and accountability.
- Drive finance systems and data roadmap, enhancing automation, reporting and business intelligence.
- Support strategic initiatives including M&A, treasury, procurement and other value creation opportunities as the business evolves.
- Shape and lead the Commercial Finance function, developing existing team members and growing the team as the Group scales, fostering strong business partnership, accountability and continuous improvement
- Lead or support strategic and ad hoc projects as required, providing financial insight and commercial leadership to help the business capitalise on opportunities and navigate challenges.



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WE WANT TO HEAR FROM YOU IF YOU HAVE:

- A fully qualified accountant (ACA, CIMA, ACCA) with proven experience in a senior commercial finance leadership role, ideally within a high-growth, fast-paced environment
- Experience in a SaaS, recurring-revenue or technology business significant post-qualification experience
- Excellent interpretation and presentation skills to present findings to managers, board members and senior stakeholders
- Expert-level financial modelling capability: you can build scalable, and complex models, including experience working with SQL or similar
- Experience in M&A and or investments and fundraising
- Hands-on experience with modern finance technology, and a track record of applying AI and automation to elevate the finance function.
- Commercial acumen: you think like an operator and shareholder, quickly grasp commercial drivers and translate them into actionable commercial insights
- Experience leading and developing high-performing teams in fast-paced, high-growth environments.
- A hands-on, results-oriented mindset, comfortable flexing between strategic and detailed work, prioritising ruthlessly and committing to deadlines.
- Pro-active, decisive, adaptable with an ability to manage high levels of pressure
- Experience operating across multiple geographies and currencies

IN RETURN WE OFFER:

- 25 days holiday, rising to 28 days per annum with length of service
- Medical, dental and optical insurance cover
- Additional day off on your birthday
- Work from home and hybrid options
- Salary sacrifice pension scheme
- An exciting and flexible working environment surrounded by friendly and committed co-workers
- Electric Vehicle Scheme
- "Work from anywhere" 2 weeks per year policy
- Reward, benefits and wellbeing hub (offering support, discounts, cashback and savings)
- Training and development opportunities
- Ad-hoc team events, incentives and competitions