

Role Description

Role Title: Head of Financial Control (UK and US)

Department: Finance

Reports to: CFO

About the role

We are seeking an experienced finance professional to lead the financial control function for Pikl across the UK and US. Reporting to the CFO, this role is responsible for maintaining a strong financial control environment across the Group, ensuring the accuracy and integrity of financial reporting, regulatory compliance and the effective management of financial operations.

The role combines technical financial control with operational oversight within an insurance broking environment. Responsibilities include overseeing Group financial reporting, managing key accounting processes, ensuring robust controls over premium accounting and client money, and supporting regulatory and tax compliance across multiple jurisdictions.

A key aspect of the role will be establishing and developing the US financial control function, implementing scalable finance processes and ensuring alignment with Group accounting policies and reporting standards.

The Head of Financial Control will also lead and develop the finance team, working closely with the CFO and wider business to support growth, strengthen governance and continuously improve financial processes and systems.

Created/Updated: March 2026

Head of Financial Control



Key Tasks / Responsibilities

Financial Control & Group Reporting

- Management of financial accounting processes and systems for the Piki Group.
- Preparation and review of consolidated Group financial statements, including intercompany eliminations and foreign exchange treatment.
- Development and oversight of Group accounting policies, ensuring consistency of application across all entities and compliance with UK GAAP / IFRS where applicable.
- Establishment of financial controls over revenue recognition, particularly relating to brokerage commissions, fees and insurer revenue streams.
- Oversight of balance sheet integrity, including periodic deep-dive reviews of key balance sheet accounts.
- Ownership of monthly financial reconciliations.
- Reporting to include Corporation Tax, R&D tax credits, PAYE and VAT returns – UK and international.

Insurance Broking Financial Operations

- Review and oversight of bordereaux submissions and insurer settlement processes, ensuring accuracy and completeness of premium and claims reporting.
- Implementation of controls to ensure accurate premium and commission recognition across different insurance products and distribution channels.
- Oversight of client money and insurer trust accounts, ensuring compliance with FCA CASS rules and internal safeguarding procedures.
- Oversight of aged receivables and credit control processes and working with the partnerships team to ensure timely collection of outstanding balances.

US Financial Control

- Establish and build the US financial control function, including systems, processes and governance frameworks.
- Ensure compliance with US regulatory, tax and reporting requirements, including state-level insurance regulatory obligations where applicable.

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- Design and implement US accounting policies aligned with Group standards, ensuring consistency between UK and US reporting frameworks.
- Oversee US statutory reporting, sales tax and federal/state tax filings, working with local advisors where required.
- Implement processes for US premium accounting, insurer settlements and commission reporting.
- Recruit, develop and manage US finance personnel or outsourced accounting providers as the business scales.
- Ensure integration of US financial data into Group reporting and consolidation processes.

Finance Systems & Process Improvement

- Lead the design and implementation of scalable finance processes and automation, supporting business growth.
- Oversee integration between policy administration systems, brokerage platforms and the accounting system.
- Oversight of payroll operations
- Ownership of the expense process for all Pikl employees and contractors.

Governance, Risk & Compliance

- Maintain and enhance the financial control framework, ensuring effective segregation of duties and audit trails.
- Develop and maintain finance policies, procedures and internal control documentation.
- Support the CFO in regulatory reporting, financial compliance and governance requirements across multiple jurisdictions.
- Monitoring of FCA capital requirements and loan covenants.
- Lead remediation of audit findings and control weaknesses, implementing sustainable process improvements.
- Liaison with external auditors and management of the annual auditing process.

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Treasury & Financial Management

- Oversight of Group cash flow forecasting and liquidity management.
- Management of banking relationships and treasury operations, including client money accounts and operational accounts.
- Monitoring of foreign exchange exposures between UK and US entities and implementation of appropriate controls.

Team Leadership

- Leadership and development of the finance team, ensuring strong technical capability, effective processes and a culture of accountability and continuous improvement.

About you

- Fully qualified accountant (ACA, ACCA, CIMA or equivalent) with strong technical accounting experience.
- Proven experience in a Financial Controller or senior financial control role, ideally within an insurance broker, MGA or regulated financial services environment.
- Strong knowledge of financial reporting, financial controls and governance frameworks.
- Experience operating within a regulated environment, with familiarity of client money rules and regulatory compliance requirements desirable.
- Demonstrated ability to build and improve finance processes and systems within a growing business.
- Strong analytical skills with excellent attention to detail and the ability to interpret complex financial information.
- Ability to communicate financial information clearly and effectively to non-finance stakeholders.
- Strong relationship management skills with the ability to work collaboratively across teams and influence senior stakeholders.
- Experience leading and developing finance team members.
- Comfortable working in a dynamic and growing business environment with changing priorities.
- Strong Excel skills and experience with accounting systems such as Xero or similar cloud-based platforms.

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- You will be able to deal with ambiguity and changing priorities in a busy work environment

Why work at Piki

- Flexible working conditions, access to an incredible in-person working space
- Support from an awarding-winning CEO & Founder
- Competitive Package
- Annual holiday entitlement of 28 days plus bank holidays
- 35 hour working week
- Death in service scheme
- Access to wellbeing services
- Training and development opportunities
- Social events

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