

Alliance plc (AIM: APH) is a growing consumer healthcare company. Alliance's purpose is to empower people to make a positive difference to their health and wellbeing by making their trusted and proven brands available around the world.

Alliance delivers organic growth through investing in priority brands and channels, in related innovation, and through selective geographic expansion to increase the reach of their brands. Alliance enhances its organic growth through selective, complementary acquisitions and has a strong track record in this area.

Headquartered in Chippenham, UK, the Group employs around 290 people based in locations across Europe, North America, and the Asia Pacific region. Alliance is a Great Place to Work® in all locations where eligible, with consistently high levels of engagement and strong results.

Over the last year, Alliance has sharpened its purpose, vision and strategy to align with the stated move towards a predominantly consumer healthcare company, to better position the company for the future, and in response to changing underlying market dynamics. In line with this new strategy, Alliance will focus on the global priority categories of helping damaged skin and supporting healthy aging.

The vision is to be a high performing consumer healthcare company, built on a portfolio of leading, trusted and proven brands. Consumer health products currently deliver 75% of Alliance sales and this continues to be an area of focus going forward. The company are leaders in their field, has a proven track record of delivering on their claims and strives to build their brands with a strong point of difference. By outsourcing their manufacturing and logistics Alliance remains asset-light and focused on maximizing the value they can bring, both to stakeholders and to brands.

The company reported revenues of £183 million for the year ending December 2023 with a current market cap of c.£200 million. A truly global company, 50% of Alliance revenues are generated in the Asia Pacific and China region, 32% in the Europe, Middle East and Africa region, and the rest from the Americas.

The Company recently appoint a new Chairman in February 2024 and a new CEO in May 2024.

*For more information: <https://www.alliancepharmaceuticals.com/>*

JOB TITLE:	Head of Internal Audit
DEPARTMENT:	Finance
REPORTING TO:	Chair of the Audit and Risk Committee (ARC) with dotted line to Chief Financial Officer
LOCATION:	UK Head Office, Chippenham

**Purpose:**

In this newly created position, Head of Internal Audit, the key purpose of the role will be to set up an internal audit function with a comprehensive and effective compliance and risk control framework that supports the business' fast-paced changing landscape with a focus on operational excellence.

The role will also be responsible for overall risk reporting for the business, including maintaining the corporate risk register, which is currently undertaken within the Legal/Company Secretariat Function.

**The key responsibilities of the Internal Audit Manager are to:**

- Set up an internal financial control framework aligned with Alliance's business requirement and culture.
- Develop and agree an internal Audit Plan with the Chair of the ARC.
- Liaise with the Finance Director, Accounting and Tax, to agree the timetable to enable the successful delivery of the annual internal Audit plan.
- Maintain the Risk and Controls Matrix and map all relevant internal control and compliance requirements for Finance and Operations against the operating model.
- Manage and conduct periodic audits of Alliance's compliance with agreed policies, standard operating procedures and relevant controls to safeguard the company's assets and business.
- Communicate the findings of internal audits through written reports and oral presentations.
- Make recommendations to improve or strengthen internal controls
- Undertake subsequent monitoring and follow up to ensure on implementation of recommendations.
- Manage relationship with local outsourced internal audit teams and with other external advisors.
- Liaise with the Group's external auditors, where appropriate, and to support, as necessary the development of the external auditor's audit plan.
- Progressively develop the internal audit function.

### **The ideal Head of Internal Audit will have:**

- ACCA or ACA Accountancy/Internal Audit/Risk Management Qualifications
- At least 5 years post qualification experience gained in Risk Management or Internal Audit.
- Experience of consumer healthcare, retail, clinical/regulatory industries
- Ability to build effective working relationships and work collaboratively with senior management and external providers to resolve conflicts to acceptable outcomes.
- Excellent communication skills both written and verbal. A confident individual with a proactive attitude.
- Proven ability to deal with confidential matters with discretion.
- Must be able to multi-task and keep calm under pressure.
- Experience managing a small team would be desirable.

### **Salary and Benefits**

- Competitive salary subject to experience.
- Car Allowance.
- Hybrid working contract, minimum of two days per week in our state-of-the-art Chippenham office.
- Full time 37.5 hours per week flexible between hours of 8am – 6pm, core hours 10am to 4pm.
- Discretionary bonus scheme (up to 15% of basic salary based on personal performance and company performance).
- 25 days holiday plus statutory holidays.
- Holiday purchase scheme.
- Contributory Pension scheme (employer's contribution is double employee's, up to 10% maximum employer contribution).
- EV car scheme, cycle to work, childcare vouchers.
- Private Health cover non contributory for self and children.
- Death in service cover at 4 x annual salary.
- Generous Company sick pay scheme.