

Gillian Holder Deputy Chief Finance Officer

Profile / Summary

CIMA qualified Accountant with 20 years not for profit sector experience. Proven record at a senior level for Lincolnshire County Council and Lincolnshire Police & Crime Commissioner/Police. The last 7 years at the Police & Crime Commissioner (PCC) for Lincolnshire as a member of the senior management team, I have extensive board/committee experience. My career aspirations are to become a Chief Finance Officer or equivalent and a CIMA Fellow.

Key Skills

- Team Leadership
- Risk Management/Internal Control
- Collaboration & Partnering
- Negotiation & Decision Making

- Project Management
- Change Management
- System implementation
- Driving Performance

Career Highlights

- Financial lead on £23m collaboration programme between Police, Fire (County Council) and Ambulance services. Devised governance arrangements to ensure control across the partners regardless of which organisation was incurring the expenditure. Reported financial monitoring to the Steering Group allowing decisions on budget reallocation and prioritisation, as well accurate grant claims and reporting to the Home Office. Resulted in a combined Fire/Police HQ and control room, and a tri-service operational station in the centre of Lincoln.
- Successfully recruited to audit committee vacancies, notoriously difficult to attract applicants in Lincolnshire. I have carried out multiple recruitments over the last 7 years, being innovative with advertising and using my network. Audit committee would be unable to function if quorate of 5 was not maintained.
- Recent member of Exit Board to formally agree principles and procedures as the 10-year contract with the Strategic Partner G4S came to an end on 31 March 2022. Member of Service Migration Group to ensure a smooth transition of the finance function from G4S. This is a significant change for Lincolnshire Police and the success of the transition was dependent on the actions of these groups.
- Successfully brought Financial Statements production forward ahead of statutory change, included working with external auditors, audit committee, LGPS and strategic partner staff to facilitate the change.

Career History / Work Experience

PCC for Lincolnshire, Deputy Chief Finance Officer

May 2015 to date

Deputy CFO to both PCC and Chief Constable's (CC) CFOs, annual revenue budget £151m, capital £6m.

- Acted up to CC's CFO for 3 months, led the 2017/18 budget setting work. Key member of the CC's Chief Officer Group. Nominated for 'Serving with PRIDE' award for this period.
- Support the PCC CFO and CC CFO fulfil their statutory obligations and duties and, in their absence, fulfil those duties. To safeguard public funds and ensure best value for taxpayers.
- Completed procurement process for new contracts, involved in re-negotiation of existing contracts.
- Led on the closure of accounts and budget setting work within statutory timescales.
- Ensure that accurate, complete and timely management reporting and advice is provided monthly/annually and as required to the PCC, CC and their staff, plus partners as appropriate.
- Liaison officer for the Independent Audit Committee, member recruitment and training.
- Member of the PCC and CC SMTs. Provide strategic financial support to both corporations.

- Financial lead on multi million pound Blue Light Collaboration Programme, attracting £7m of Police Innovation Fund Grant, and £15m contribution from multiple partners.
- Work with strategic partner who provided back office/operational services. Key relationship with the strategic partner Head of Finance to ensure financial services are of the required standard with an appropriate control environment.
- Assess the implications of Government grant settlements and capital expenditure regime.
- Commission external and internal auditors for both the PCC and the Chief Constable, being the principal point of contact for the external and internal auditors.
- Drafted the annual business plan for finance, produce strategies and policies for the two organisations.
- Management of staff including direct reports and indirect commissioning of the outsourced finance team.

Lincolnshire County Council, Financial Advisor

Jan2010 to Dec2014

A Senior Manager responsible for finance in Resources (£16m p.a.), Community Safety (£40m p.a.) and Performance & Governance (£23m p.a.) Directorates.

- Ensuring effective strategic financial planning and management of revenue and capital budgets with budget holders to enable the Council's finances to be robust.
- Contribute to and validate business cases and options appraisal for key projects.
- Management of staff, 1 direct report and others on specific pieces of work.
- Oversee my areas of accountancy services provided via Mouchel Business Services.
- Bank signatory for the County Council, as part of the Council's financial control mechanisms.
- Preparing and presenting reports to Directors, project boards and councillor committees.
- Compiling monthly budget monitoring reports, comparing performance against budget and forecasting the year end position to enable sound business decisions to be taken.
- Liaise with budget holders to review budget projections and lead them through the annual budget setting and closedown processes to comply with financial regulations.

Previous roles at Lincolnshire County Council:

Assistant Financial Advisor Apr2007 to Dec2009

Technical Officer Apr2004 to Mar2007

Earlier career

University of Lincoln	Assistant Management Accountant	Jul2002 to Mar2004
Southernprint	Trainee Accountant	Jan2000 to Jul2002
	Factory Administrator	Nov1997 to Dec1999
Crown Management	Systems Installer	Jan1997 to Nov1997
Pall Mall Catering Services	Café Supervisor	Jun1995 to Jan1997

Education & Qualifications

Completed the CIPFA AFEP Future Leaders Academy 2019/20

CIMA member since 2008

NEBOSH, National General Certificate in Occupational Safety & Health.

BA (Hons) Leisure Marketing Degree 2ii. (Bournemouth Uni 1992-1995)

BTEC National Diploma in Hotel & Catering 9 Distinctions. (North Lindsey College, Scunthorpe 1990-1992)

GCSEs 1 Grade A, 5 Grade B, 3 Grade C. (Thomas Sumpter Comprehensive 1985-1990)

IT Proficiency

- Oracle, SAP, Agresso, Word, Excel, Outlook, PowerPoint. Teams/Zoom.

Other

I enjoy the great outdoors including getting away in a campervan, golfing and skiing. I have a clean driving licence and am vetted to MV level at Lincolnshire until March 2029.