

Job Description: FP&A Analyst

Location: London

Corporate Function: Finance

Reporting to: FP&A Manager

Contract: Full-time, Permanent

About Welbeck: Redefining Private Day Surgery

Welbeck is built on a simple philosophy: medical excellence without compromise. We're a growing network of specialist day-case centres setting a new standard for private healthcare - combining calm, confidence, and clinical credibility in environments designed around people, not process.

We reject the impersonal and process driven. Instead, we create refined, patient-centred spaces where consultants and teams are empowered to deliver world-class care and a seamless patient experience. Every Welbeck centre reflects our belief that excellence is achieved through partnership, purpose, and precision.

Corporate Functions: Expert Partners, Driving Performance

Our corporate teams bring deep subject-matter expertise that strengthens every part of Welbeck. They work as proactive, insight-driven partners to enable safe, efficient, and high-quality delivery across a variety of functions including finance, people, marketing and governance. Together, they create the foundations that allow our operational teams to excel and our services to thrive.

The Role: Analytical Partner, Forward-Looking Advisor

As an FP&A Analyst, you'll shape the forward-looking insight that drives strategic decision-making. You'll lead the creation of forecasts, dashboards, KPIs, and board-level reporting.

This visible role blends analytical depth with cross-functional partnership. You'll provide clear financial insight and maintain a disciplined budget and forecast cycle. Your analysis will support senior leadership in shaping both strategy and operational decisions.

You'll bring a proactive approach to translating complex data into actionable insight. Your contribution will help steer the business through continued growth and evolving priorities.

Key Responsibilities

Financial Planning & Analysis

- Support the FP&A Manager in end-to-end delivery of annual budgets and forecasts, including the production of three- and five-year business plans, projections, and quarterly performance analysis.
- Prepare robust financial models to guide key business decisions and provide actionable insight.
- Perform variance analysis and ad hoc reporting to meet evolving business needs, ensuring clarity and accuracy for stakeholders.

Business Partnering & Stakeholder Engagement

- Collaborate closely with internal and external stakeholders, translating financial insight into practical guidance that supports decision making.
- Promote financial awareness across the organisation, educating non-finance colleagues to strengthen understanding and accountability.
- Support the preparation and analysis of business cases for upcoming projects, providing clear commercial rationale and risk assessment.

Commercial Insight & Performance Optimisation

- Analyse price and quantity mix, as well as unit-level profitability, to identify opportunities to enhance commercial performance.
- Deliver insight that informs strategy, operational planning, and resource allocation, balancing financial outcomes with organisational priorities.

About You

You're (at least) a semi-qualified accountant with proven experience. Confident working with large, complex datasets and translating them into clear, scalable three-statement models, you have a strong grasp of end-to-end accounting from intercompany and eliminations to leases, fixed asset registers, and how each element connects into core financial statements. You take ownership, think analytically, and bring a problem-solving mindset to every challenge.

You're someone who can engage and influence colleagues at every level, manage competing priorities, and deliver reliably against tight deadlines.

You'll also bring:

- Hands-on experience in financial planning, analysis, and financial modelling — with healthcare exposure an advantage.
- Advanced Excel and PowerPoint capability, with Power BI offering added value.
- Experience with Anaplan, including modelling, as an additional benefit.
- A proactive, self-starting approach, and the discipline needed to support evolving business demands.
- A commitment to thread our values into your work and interactions with colleagues.

Why Welbeck

- **Autonomy & Influence:** A leadership community that trusts your expertise to drive excellence and growth.
- **Purpose-Driven Culture:** A values-led environment where world-class clinical care and operational performance go hand in hand.
- **Growth & Impact:** Be part of a network defining best practice in day-case healthcare and delivering experiences patients genuinely remember.