



Recruitment Pack

Chief Financial Officer

Sept 2026



A WELCOME FROM THE CEO OF THE ATC MULTI ACADEMY TRUST



Thank you for your interest in the position of Chief Financial Officer at Achievement through Collaboration (AtC) Trust.

This is an important executive appointment and an exciting opportunity to provide robust financial leadership across our Trust. We are seeking a strategic, values-led professional who will shape our long-term sustainability, guide strategic investment, and instil confidence in our school leaders as we enter our next chapter.

At AtC Trust, we are driven by three core values ensuring everyone in our Trust can **Achieve, Belong, and Collaborate**. These values underpin everything we do. We are looking for a CFO who deeply understands schools and the unique, day to day challenges faced by our school leaders. You will act as a strategic partner to them, translating complex financial data into actionable insights and harnessing financial efficiencies to deliver tangible benefits for our children, staff, and communities.

Our next CFO will champion the effective use of resources to benefit both the Trust and the wider education system. You will drive a long-term financial strategy, champion a proactive approach to delivering value for money through rigorous budgeting, and operate a well-planned reserves policy that secures cash flow while perfectly aligning resources with the educational priorities across all our schools.

Working closely with myself, the Deputy CEO, the wider Executive Team, trustees, and central colleagues, you will set a stable, accurate, and sustainable financial roadmap. This is a demanding full-time role requiring technical excellence, strong professional judgment, and a clear, unwavering commitment to the stewardship of public money.

If you are a values-led leader with a proven track record who can empower our headteachers to make wise, evidence-informed decisions through sound financial stewardship, we would be delighted to hear from you. We have produced a thorough recruitment guide detailing our Trust, context, culture, and the breadth of this position, and we ask all prospective candidates to read this carefully before applying.

Jane Chambers CEO



Welcome from our Chair of Trustees

Dear Prospective Applicant,

Thank you for your interest in the position of Chief Financial Officer at Achievement through Collaboration (AtC) Trust.

On behalf of the Trustees, I am delighted that you are considering this important executive appointment. We are committed to providing every child across our Trust with an excellent education, enabling them to achieve their potential and preparing them for the future. To do this effectively, we rely on sound financial stewardship and sustainable, strategic planning.

We are looking for an inspirational, strategic, and values-led professional who shares our belief that education has the power to transform lives. As Chief Financial Officer, you will drive our long-term financial strategy, act as a vital partner to our school leaders, and champion the effective use of resources. You will have the full support of the Trust, the Board of Trustees, and the Executive Team as you shape the next chapter of our financial roadmap.

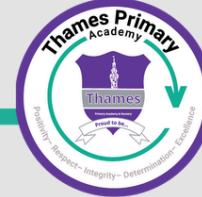
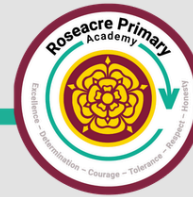
Achievement through Collaboration is founded on the belief that schools are stronger when they work together. Our Trust values of Achieve, Belong, and Collaborate underpin everything we do, creating a culture where leaders are supported, expertise is shared, and children remain at the heart of every decision.

This role presents a unique opportunity for an exceptional leader to make a genuine, system-wide difference. By ensuring the meticulous stewardship of public money and perfectly aligning resources with our educational priorities, you will directly enable our schools to deliver tangible benefits for our children, staff, and communities.

Thank you for considering joining our Trust. We look forward to receiving your application and learning more about the strategic vision, financial expertise, and passion you could bring to Achievement through Collaboration Trust.

Yours faithfully,

Ruth Rule Mullen | Chair of Trustees



INFORMATION FOR CANDIDATES ABOUT THE TRUST



Achievement through Collaboration is a strong Trust of great schools that serve very diverse communities.

At AtC we Achieve - we ensure all children have the knowledge, skills and character to shape future success for themselves and their world.

- Achievement means we place value on fully developing each child's potential, recognising and valuing all learning. We are inclusive and strive for equity for every child.
- Achievement means that our pupils, enabled through powerful knowledge and empowered through transformational competencies, are equipped to overcome any barrier to a successful future.
- Achievement means our pupils are prepared for life in modern Britain, that they lead fulfilling lives and remain lifelong learners

At AtC we Belong - we are individual schools united through common purpose and shared values.

- Valuing the identities, heritage and cultures of each of our children, adults and schools builds a culture of belonging where individuals and groups flourish and contribute to each other's successful future.
- Our values and purpose, codify how we work together. They ensure that schools retain the individuality to serve their different communities whilst also demonstrating that they work in trust with the other members of Achievement through Collaboration.
- Those who lead and govern communicate the Trust's values and purpose through their service to schools and their communities.
- Their behavioural norms define what it is to belong to Achievement through Collaboration.

At AtC we Collaborate - we share good practice, support schools and provide opportunities for children, staff and our communities.

- Collaboration is built upon nurturing, respectful relationships with each other and the environment that puts children first; every child no matter what background, no matter what barriers.
- Through collaboration we mobilise the best research and evidence to focus relentlessly on knowledge-building so that every staff member in every school is as good as they can be in what they do and how they do it.
- Effective collaboration draws upon the diversity within the trust to overcome the barriers of bias, stereotype and discrimination, building cohesive communities

INFORMATION FOR CANDIDATES



Our Values

All members of AtC are expected to display our values. Our values are the golden thread woven through our service to our pupils, our communities and each other.

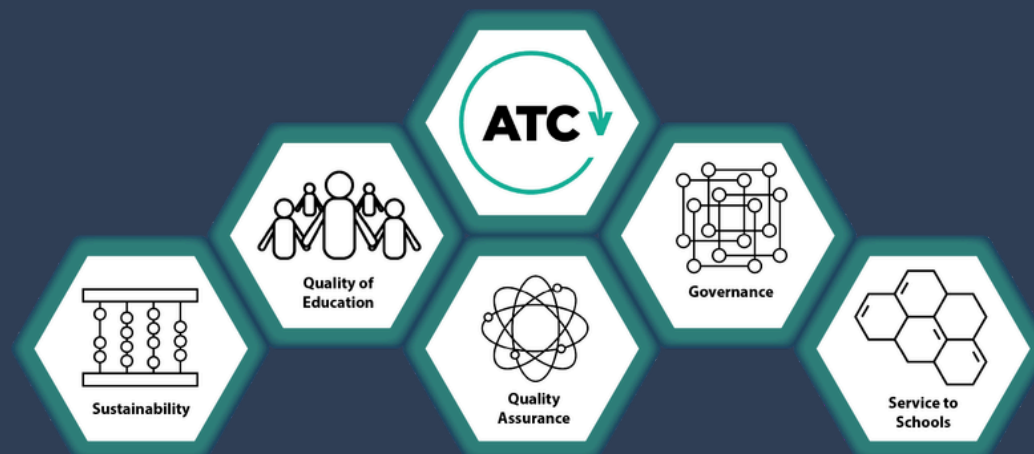


All staff at Achievement through collaboration Trust act with **respect** and **integrity**; they take their duty to serve their schools and communities seriously, collaborating with each other so that all achievement is recognised and everyone can thrive. **Innovation** and **aspiration** inform our constant drive to improve; our staff are forward thinking and courageous, they have high ambitions for our pupils and are **resilient** in overcoming any barriers that may prevent those ambitions from being met. **Nurturing** relationships enable and empower our staff to be tenacious in ensuring equity for all.

Our Strategic Plan

The objectives of our strategic plan encompass our following strategies:

- Quality of Education
- Governance
- Service to School
- Quality Assurance
- Sustainability



JOB DESCRIPTION:

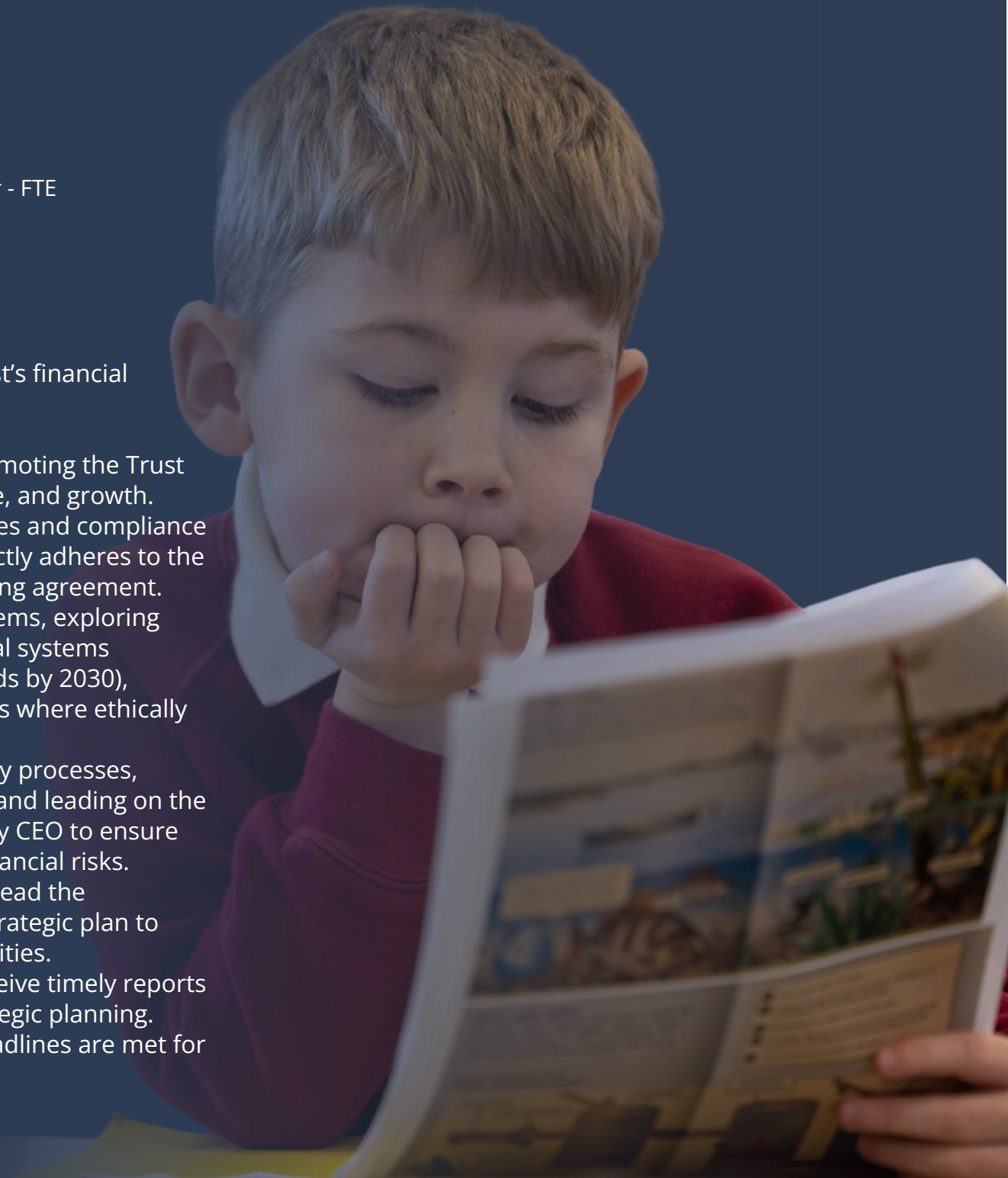
Chief Financial Officer

Grade/Salary Scale: L19 (£83,478) to L23 (£92,065) per year - FTE
Reporting to: Chief Executive Officer
Start date: January 2027
Contract: Permanent

Job Purpose:

To provide Strategic leadership and oversight of the Trust's financial strategy and long-term planning.

- Take the lead role in formulating, evaluating and promoting the Trust financial strategy, ensuring sustainability, compliance, and growth.
- Evaluate and ensure financial statutory responsibilities and compliance demands are met, specifically ensuring the Trust strictly adheres to the Academy Trust Handbook as a condition of the funding agreement.
- Develop and drive internal financial procedures/systems, exploring initiatives to digitise, simplify, and streamline financial systems (working towards DfE digital and technology standards by 2030), including the exploration of Artificial Intelligence tools where ethically appropriate.
- Take on the leadership of the Trust's financial scrutiny processes, engaging with internal and external audit providers, and leading on the financial risk register, working closely with the Deputy CEO to ensure alignment, robustness, and effective mitigation of financial risks.
- Oversee the Trust's internal control framework, and lead the development and delivery of a three year financial strategic plan to support the Trust's long term sustainability and priorities.
- Ensure Trustees and other relevant stakeholders receive timely reports and the necessary support to fulfil their roles in strategic planning.
- Act as Company Secretary for the Trust, ensuring deadlines are met for all returns and publications



JOB DESCRIPTION:

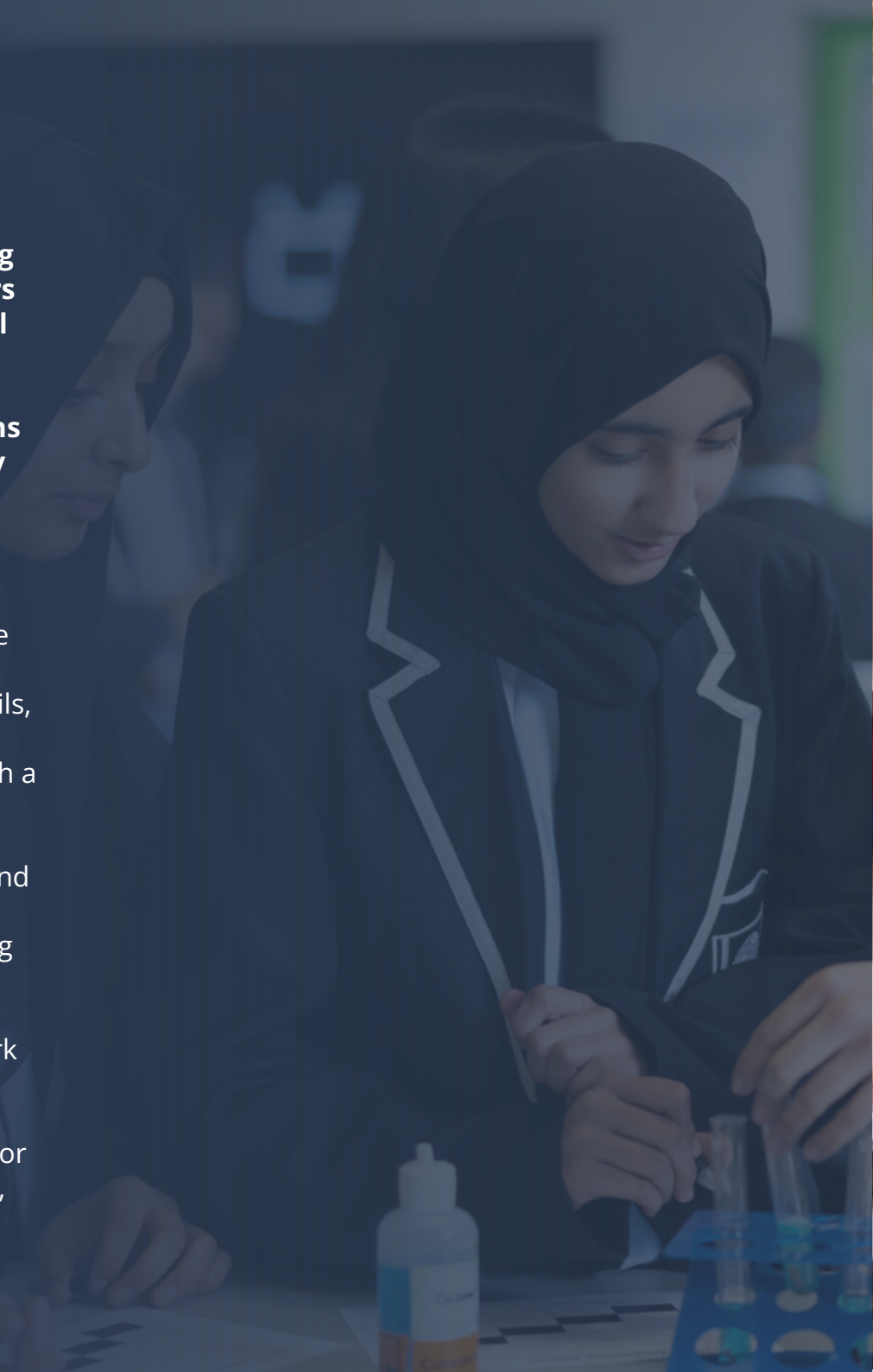
Chief Financial Officer

MAIN PURPOSE OF THE ROLE

The CFO leads in setting annual budgets and long-term forward planning aligned with the Trust's strategic priorities. The role holds school leaders accountable for financial decision making related to the General Annual Grant (GAG), establishing key drivers specific to each school setting and using Integrated Curriculum Financial Planning (ICFP) models to ensure efficient resource allocation. The CFO is responsible for statutory returns to the DfE, ESFA, and Companies House, ensuring the trust remains fully compliant with the Academy Trust Handbook, Charity Commission's Statement of Recommended Practice (SORP), and other regulatory requirements.

Working in conjunction with the wider executive team and school leaders, the CFO:

- Through their leadership, will ensure the Trust's resources enable its pupils, staff, and schools to achieve excellent educational outcomes.
- Develops a culture of belonging where all stakeholders are united through a common purpose and shared values of excellence, equity, and integrity.
- Through respectful relationships identifies and shares good practice, building strong relationships with the Executive Board, auditors, banks, and external partners.
- Ensures monthly accounting and internal controls are accurate, producing monthly management accounts (including income and expenditure, balance sheet, and 12-month rolling cash flow forecasts).
- Is responsible for budget monitoring providing the overarching framework for the implementation of effective financial management and controls consistent with obligations as publicly funded bodies.
- Has strategic responsibility for procurement driving efficiency and value for money across the MAT through effective financial planning, procurement, and contract management



HOW TO APPLY

Use of Artificial Intelligence (AI) in Applications

We recognise that AI tools are increasingly being used to support job applications. Whilst you are welcome to use these tools to help structure or refine your application, we are particularly interested in hearing your own voice. Please ensure your application reflects your personal experiences, achievements and leadership impact, using authentic examples that demonstrate your suitability for the role. During the selection process, candidates will be expected to discuss their application and provide evidence of their experience and expertise.



CLICK HERE TO APPLY NOW

If you would like to enquire about the role please contact:

Craig Holden DCEO email: cholden@atctrust.org.uk Please note, it is the policy of AtC Trust to contact shortlisted candidates only.

Key Dates

Closing Date: 9am Monday 19th October 2026

Interviews: to be confirmed

Trust Head Office

Units 11&12, South Preston Office Village, Cuerden Way,
Bamber Bridge PR5 6BL
Email: rkausar@atctrust.org.uk

Additional Information

- Full job description and Person Specification for the post of: Chief Financial Officer
- Ofsted Reports: www.ofsted.gov.uk
- Achievement Through Collaboration Trust: www.atctrust.org.uk

ABOUT ACHIEVEMENT THROUGH COLLABORATION MULTI-ACADEMY TRUST



Our approach is based on integrity, avoiding the common pitfalls and prioritising the needs of the pupils in every member academy and the communities we serve. We aim to empower our member schools with earned autonomy – giving Governors and school leaders the support they require to shape their school, whilst standards remain high. We share proven methods amongst our members, and provide support when standards fall below the thresholds set. Our focus always remains on the well-being of every pupil, and their contribution to the community. We will help you to develop the full potential of your pupils and staff, and create a unique pupil offer with local relevance.

Bowland High Bowland is a unique school and a number of factors combine to make it so. Visitors to the school cannot fail to be impressed by the attitudes of our pupils. The friendly and supportive atmosphere in school is, to a large degree, due to the friendly, positive nature of the pupils.

Roseacre Primary Academy Roseacre Primary Academy foster a shared vision of “Excellence for All – Excellence from All”, encouraging every child and adult to give their best and to expect the best in return. The ethos of the academy is evident as you walk around the school, take in the displays, soak up the atmosphere and speak to children and staff.

Thames Primary Academy & Nursery Thames Primary Academy take pride in developing outstanding teaching and learning by holding the highest expectations of all pupils and knowing the children well. Thames Primary challenge all children to strive for academic, creative, sporting and personal accomplishment within a broad, vibrant and enriched curriculum.

Witton Park Academy Witton Park is for children aged 11–16. It is within the boundary of Witton Country Park, to the west of Blackburn. Our ultra-modern school building allows our pupils to flourish.

Community First Academy Trust (Joined 01 February 2025) bringing Platt Bridge Community School & Nursery, Kingsbridge EIP SCITT and two trading companies CFAT Facilities Ltd and CFAT Superheroes Ltd

Hindey Junior & Infant School (Joined 01 May 2026) who live by the values of, “Believe and Achieve,” creating a safe, inclusive and inspiring environment where every child is valued, supported and empowered to reach their full potential because we believe that “behind every young child who believes in themselves is an adult who believed first.”

Charles Saer Community Primary School (proposed to join 01 Dec 2026)



AtC Trust

Unit 11/12, South Preston Village,
Cuerden Way, Bamber Bridge
Preston PR5 6BL

Telephone: 01254 686178
Email: info@atctrust.org.uk

