



CHIEF FINANCE OFFICER

£72,443 (£33,887 pro rata)

Hybrid Working



**DURRINGTON MULTI
ACADEMY TRUST**

Welcome from the CEO



The Chief Finance Officer role is a newly created post. This is such an exciting time to join DMAT and we are looking to recruit an exceptional individual to join our team.

The successful applicant will work with our experienced finance team to further shape the finance strategy and practice, in line with the Trust's strategic aims and objectives. This is a rare opportunity to influence and embed strategies within an organisation, helping to shape the future direction and sustainability of our trust.

The post is for 20 hours a week, approximately 3 days a week supporting hybrid working, which can be flexible to suit you and the trust.

The work will be extremely rewarding. All DMAT colleagues, regardless of their role are focused on ensuring every child gets the best possible education, whatever of their starting point. To achieve this, you need excellent staff who are happy in post and feel valued and motivated to help our children succeed. This makes the role very different to many other finance roles. Our decisions and strategy are value- led and always with our students and staff at the heart of our decisions.

To ensure your success within the role you will bring a wealth of knowledge and experience and be a qualified accountant or similar. You will enjoy working in a dynamic environment where no one day is the same. We work as a team and a willingness to 'muck in' and do what needs to be done, as well as the ability to manage your own continued development with alignment to DMAT's values and ethos is key. Our moral purpose underpins all that we do.

In return we offer a competitive salary and the unique opportunity to develop the role, with the potential to expand this as the Trust grows. You will be part of a small, friendly, highly focused team, who are always looking to improve: Getting better never stops.

If you have questions prior to submitting an application please contact me via smarrooney@dmat.education to arrange a call.

Sue Marrooney, MBE

DMAT CEO

Who are DMAT?

Our Trust



Durrington High School



The Laurels
Primary School

The Laurels Primary School



Oak Tree
Primary School

Oak Tree Primary School



Ringmer Primary & Nursery
School



Durrington Research School



The South Downs SCITT



Durrington Multi Academy Trust is a growing trust based in West Sussex. Founded in 2014, we are committed to investing in our staff and leaders so every child achieves success. The trust applies evidence informed approaches to all aspects of its work.

Contact



01903 705631



admin@dmateducation

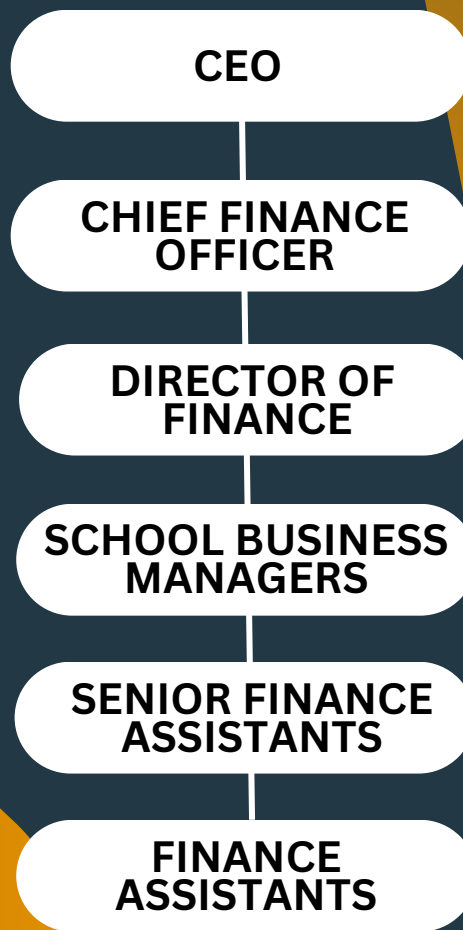


www.dmateducation



@dmateducation

FINANCE @ DMAT



CFO Key Goals

- Unify finance operations, processes and controls into a high-performing central trust model.
- Embed robust short-, medium- and long-term financial planning aligned to strategy and growth.
- Optimise finance systems and outsourced partners for effectiveness and value; replace where needed.
- Shape a clear leadership structure that builds capability and collaboration across the finance team.
- Deliver a focused KPI suite and reporting rhythm that gives leaders and Trustees decision-ready insight.

Why Choose Us?



Our Philosophy

- Our moral purpose underpins all that we do: we serve our communities
- All children are entitled to an excellent education and it is our job to ensure this



We have a sustained track record of school improvement and of recruiting and retaining excellent staff



Support and Guidance

- At DMAT, you are never alone. You will enjoy excellent support from experienced professionals across the Trust.
- We are passionate about our work and helping to grow our Trust

STAFF BENEFITS



Virtual Doctor Service – 24/7 GP access with online consultations from home or work.



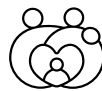
Counselling & Wellbeing Support – Confidential help when you need it.



Save money with discounts on food shopping, gyms, cinemas, holidays, and more from over 9,000 top brands.



Legal & Medical Advice Lines – Expert guidance at your fingertips.



Family Cover Included – Children under 18 at no extra cost.



A secure, predictable pension with 19.7% employer contributions.



Free onsite parking

**DMAT STAFF HAVE
ALREADY SAVED
OVER £8,000 IN
MEDICAL COSTS
SINCE APRIL 2025**



JOB DESCRIPTION

CHIEF FINANCE OFFICER

£72,443 (£33,887 PRO RATA)

20 hours - 3 days per week - hybrid working



CORE PURPOSE

The Chief Finance Officer (CFO) will set and deliver the Trust's financial strategy so every pound drives better outcomes for children. As the Board's professional lead for finance, you'll lead budgeting, forecasting, cash and capital, and ensure assurance and compliance with the Academy Trust Handbook. Working with the CEO, Trustees, Director of Finance, Director of Operations and Headteachers, you'll turn data into decisions, support sustainable growth and strengthen governance. You'll model our values and an unwavering commitment to safeguarding and high standards.

STRATEGIC LEADERSHIP

- Contribute to the strategic and operational leadership of the Trust, ensuring the achievement of its mission, vision, and strategy.
- Act as a strategic advisor on all financial matters, providing insight and advice derived from research, forecasting, evaluation, and data analysis.
- Lead the development and implementation of the Trust's finance strategies, policies and plans, ensuring alignment with the Trust's overarching strategy.

FINANCIAL MANAGEMENT

- Ensure sound financial governance and risk management arrangements are in place across the Trust.
- Maintain a secure overview of the management of all financial issues within the Trust.
- Sign off budgets, ensuring compliance with statutory requirements and the Academies Handbook.
- Develop and maintain effective management systems and processes for all accounting functions.
- Provide monthly budget reports for key stakeholders, to include close monitoring and then action where necessary.

COMPLIANCE & REPORTING

- Establish and maintain strong working relationships with external parties, including the ESFA (replacement body), Charity Commission, HMRC, DfE, and external auditors.
- Communicate effectively with a range of Trust personnel, including the central team, Trustees, Local Governors, Headteachers, and Business Managers
- Ensure the accurate and timely preparation of management accounts, statutory accounts, and financial reports.

FINANCIAL STRATEGY & PLANNING

- Develop and maintain a strategic financial plan, including multi-year budget plans for the Trust and its academies.
- Advise the CEO and the Board on financial strategy and the impact of their decisions.
- Identify and deliver cost savings and income generation opportunities.
- Ensure our payroll provider and any other linked financial services provide excellent service and value for money.

PERSON SPECIFICATION

CHIEF FINANCE OFFICER



Qualified accountant (CCAB/CIPFA/ACA/ACCA) with senior multi-site/public or charity leadership. Proven across budgeting, forecasting, treasury/capital, management accounts, audit & risk and ESFA/DfE compliance. Strong on controls, procurement, value for money and improving systems/data. A trusted adviser to Boards and CEOs who builds relationships and develops teams. Values-led, inclusive, and unwavering on safeguarding and high standards.

QUALIFICATIONS & EXPERIENCE

- Educated to degree level or equivalent with a recognised accountancy qualification (eg. ACCA, ACA, CIMA)
- Proven experience and impact in a senior financial leadership role.
- Experience within education valuable but not essential

PERSONAL QUALITIES

- Resilience and the ability to grow professionally and flexibly within a developing organisation
- Professional and approachable demeanor when interacting with all members of the Trust
- Show a high level of personal integrity with proven experience of handling sensitive situations.

KEY SKILLS & ABILITIES

- Strong knowledge of financial management, accounting principles, and statutory requirements.
- Excellent strategic planning, decision making, analytical, and problem-solving skills.
- Effective communication and interpersonal skills.
- Excellent attention to detail and accuracy.
- Successful payroll experience.
- Strong and successful leadership of teams.

COMMUNITY & GOVERNANCE

- Ability to build strong, effective relationships with pupils, trust staff, parents, governors, and wider community
- Experience of working collaboratively with governing bodies and external partners
- An inclusive team worker who can foster partnerships, work collaboratively across boundaries, and achieve performance and results through others.



SAFEGUARDING

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the Trust.

Staff are supported through regular training and are expected to adhere to the Trusts Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, religion, disability, sexual orientation and beliefs.





HOW TO APPLY

Please apply using this [link](#), or by scanning the QR code below. Please upload a supporting statement (maximum of 2 A4 pages) to include:

- Why you would like to be appointed to this role and work with DMAT
- How the impact and experiences you have had make you a strong candidate

If you have any questions, please ask via the application portal or contact **recruitment@dmat.education**
01903 705631

Closing date: Monday 10th November 2025
Interview dates: TBC

We reserve the right to close the advert early should we deem it necessary

