

Chief Financial Officer (CFO) Candidate Application Pack



Thank you for your interest in the position of Chief Financial Officer at King's Group Academies.

At KGA, our people are at the heart of everything we do. We are a values-led Trust, guided by Honesty, Faith and Courage, and committed to creating a culture where every colleague can thrive. We believe that strong leadership, openness and integrity enable us to provide the very best opportunities for the children and communities we serve.

This role represents a pivotal opportunity to shape the future direction of our organisation. As CFO, you will not only ensure the financial strength and sustainability of the Trust, but also play a central part in our Executive Leadership Team, influencing strategy, governance and growth. Your expertise will help us to deliver high-quality education while securing the long-term stability of our schools.

We are seeking an individual who combines financial acumen with ambition, vision and a collaborative spirit. Someone who is motivated by the belief that education transforms lives, and who can bring innovation, resilience and courage to one of the most important leadership roles within our Trust.

If you share our commitment to openness, accountability and continuous improvement, we would be delighted to encourage your application.

Warm regards,

Nick Cross
CEO, King's Group Academies

The Trust

At King's Group Academies (KGA), we share a vision of a global community of pupils and colleagues whose connections broaden horizons and foster understanding. We are passionate about working collaboratively—within our UK communities and more widely—to promote international citizenship. We believe every pupil deserves teachers and colleagues who are deeply committed to their success, and we achieve this through strong partnerships with parents and carers who hold us to account.



Collaboration is at the heart of our work. Our colleagues share expertise and drive strategy across a range of Trust-wide forums, covering Teaching & Learning, Safeguarding, Curriculum, International, HR, Finance and more. Headteachers also come together regularly through our Headteacher Board to support one another and share best practice. Alongside these forums, Senior Leadership Teams are empowered by their Local Governing Bodies and supported by our central team.

Each of our academies has its own identity, history and context, which we embrace and celebrate. What unites us is a shared commitment to continuous improvement and educational excellence. Together, we are working towards opportunity and success on a global stage for every pupil.

We currently comprise fifteen academies across Berkshire, Hampshire and Sussex. By joining our central team, you will play an active role in supporting and visiting these academies as needed. As a Trust, we are committed to sustainable growth and school improvement, building strong foundations for our leaders to deliver our mission: to equip all pupils with the confidence, knowledge, skills and values they need to thrive in the modern world.



Chief Financial Officer (CFO)

Job Description & Person Specification

Reports to: Chief Executive Officer

Hours: Full time, 37 hours per week, 52 weeks per year

Salary: KGA Leadership Pay Scale: L30–L40. The appointed salary will be within L30–L32 (£105,595 – £110,892 per annum).

Direct Reports: Central Finance Team

Functional Responsibility for: Finance, ICT (financial systems), Governance (financial compliance and risk)

Main Job Purpose

The Chief Financial Officer (CFO) is a key member of the Trust's Executive Leadership Team and functional director responsible for ensuring financial strength, compliance, and sustainability across King's Group Academies.

The CFO will:

- Develop and implement a forward-looking financial strategy that supports Trust growth, sustainability, and pupil-focused outcomes.
 - Lead the design and delivery of effective financial services, systems, and controls, ensuring transparency and accountability.
 - Provide expert advice to the CEO, Board, and Committees, building confidence through accurate reporting and professional integrity.
 - Represent the Trust with external regulators, funders, and partners, championing innovation and best practice.
 - Deputise for the CEO in the event that the Deputy CEO is unavailable, ensuring the Trust is represented at the highest levels with honesty, faith, and courage in pursuit of our mission.
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Principal Accountabilities

Finance Leadership

- Provide strategic and operational financial leadership, ensuring decisions prioritise long-term sustainability and positive outcomes for pupils.
- Deliver accurate, timely management accounts, forecasts, variance analysis, and KPIs.
- Lead the preparation of annual budgets and medium/long-term forecasts.
- Ensure robust financial controls, governance, and compliance with the Academy Trust Handbook, Charities SORP, and statutory requirements.
- Produce statutory annual accounts and manage the external audit, ensuring transparent reporting to stakeholders.
- Oversee payroll, VAT compliance, banking, treasury, and financial reporting.
- Ensure GAG-pooling or central funding arrangements are implemented effectively.
- Manage financial systems, ensuring efficiency and staff capability.

Strategic & Corporate Contribution

- Advise the CEO, Board, and Committees on financial strategy, risk, and investment decisions.
- Lead value-for-money strategies, ensuring best use of public funds.
- Identify and secure additional funding streams, including grants, partnerships, and investment opportunities.
- Provide financial due diligence for schools joining the Trust and lead financial planning to support growth.

- Model open, constructive dialogue and ensure pupils remain central to financial decision-making.

Governance & Compliance

- Maintain and monitor the Trust's Risk Register, reporting financial and compliance risks.
- Ensure compliance with financial reporting regulations, statutory returns, and external requirements.
- Liaise with ESFA, DfE, auditors, bankers, and professional advisors, representing the Trust with credibility and confidence.
- Ensure that the Trust's statutory publications (e.g. accounts, website disclosures) meet all governance requirements.

Leadership & Values

- Lead and develop the Central Finance Team, supporting professional growth and wellbeing.
- Promote a culture of openness, accountability, and continuous improvement.
- Champion innovation, embrace change, and encourage feedback to improve systems.
- Build collaborative networks within and beyond the Trust, contributing to sector leadership and best practice.

Safeguarding, Health & Safety, Equity, Diversity & Inclusion

- Act in accordance with statutory safeguarding responsibilities and Trust policies.
 - Promote safe working practices and compliance with health, safety, and data protection requirements.
 - Foster an inclusive workplace culture that values equity, diversity, dignity, and respect.
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Person Specification

Qualifications & Training

Essential

- Qualified Accountant (CCAB, CIMA, CIPFA, or equivalent).
- Evidence of continued professional development.

Desirable

- Additional leadership or governance qualifications.

Experience

Essential

- Minimum 5 years' post-qualification experience in senior financial leadership.
- Proven experience of preparing and managing budgets, forecasts, and statutory accounts.
- Experience of financial governance, risk management, and external audit.
- Successful track record of leading finance teams and driving service improvement.
- Experience of working with and influencing at Board/Committee level.

Desirable

- Experience in academy/education sector finance and ESFA reporting.
- Experience of GAG pooling and multi-academy trust operations.
- Experience of developing funding strategies and securing investment.

Skills, Knowledge & Abilities

- Excellent working knowledge of financial systems, controls, and reporting.
- Strong understanding of charity and academy finance regulations.
- High-level ICT and financial systems skills.
- Ability to interpret complex financial data and communicate it clearly to financial and non-financial audiences.
- Excellent leadership, negotiation, and influencing skills, able to build trust and collaborative relationships.
- Courage to challenge assumptions, drive innovation, and make difficult decisions in the Trust's best interests.
- Ability to work under pressure, to tight deadlines, and with resilience.

Other Requirements

- Strong personal integrity and discretion, able to maintain confidentiality.
- Commitment to ongoing professional development and continuous learning.
- Suitability to work with children and young people.
- Ambition and commitment to improving the life chances of pupils across our communities.

Our Offer to You

Working for KGA delivers all the benefits you would expect from a progressive and supportive employer, including:

- Generous annual leave and flexible working arrangements
- Entry into the Local Government Pension Scheme
- Access to our Employee Assistance Programme
- A range of colleague discount schemes
- Ongoing professional development and opportunities to grow your career within the Trust

How to Apply

To apply, please download and complete our application form, sending it to CentralHR@kingsacademies.uk. The application pack can be found on [KGA's vacancies page](#).

Application Deadline: Friday 7th November 2025 at 12:00pm

Selection Process

- Shortlisted candidates will be invited to attend selection activities, as well as an interview, on Thursday 20th November 2025 in the Berkshire region.
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