

Deputy Chief Financial Officer Recruitment Pack



**Resilience
Multi Academy
Trust**



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Welcome from the Chief Executive About RMAT

Thank you for your interest in the role of Deputy Chief Financial Officer at the Resilience Multi Academy Trust (RMAT).

Established in 2014, RMAT has evolved into a vibrant community of six academies, each celebrated for their unique strengths and achievements.

RMAT's mission is to generate social mobility and improve the life chances of our children and young people through providing excellent educational experiences. All our academies are rated good or outstanding.

Our values of Aspiration, Resilience and Empowerment underpin this mission and inform the key strategic goals that we are committed to achieving through our Trust's Strategic Plan. We want our young people to aspire to future success, to inspire our colleagues to be leading professionals and lifelong learners and for our organisation to consistently improve student progress.

Resilience is clearly the heart of RMAT. It allows us to build confidence within our young people, helping them to persist in the face of setbacks and to enable our students and colleagues to demonstrate adaptability and positivity as core characteristics. We want to empower our young people to succeed in life regardless of their starting point by providing an excellent education. To achieve this, we trust our colleagues as self-determining professionals and ensure the fundamental conditions for success by providing well ordered, well resourced, professionally supported academies.



Saira Luffman

**Saira Luffman
Chief Executive**



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Welcome from the Chief Financial Officer

Thank you for your interest in Resilience Multi Academy Trust and the possibility of becoming our Deputy Chief Financial Officer.

This is an important and exciting time to be joining the Trust. As we continue to grow and strengthen our family of schools, the role of finance in enabling educational excellence has never been more critical. There is never enough money to do everything that we want to do but our role is to ensure that all funds are used effectively and with the greatest impact on the lives of our pupils.

As Deputy CFO, you will play a central role in supporting the strategic and operational financial leadership of the Trust. Your expertise, insight, and commitment will help ensure that we maintain the highest standards of financial management while also driving innovation and continuous improvement in our systems and processes. You do not need to have worked in the education or public sectors previously. What is more important is your own experience and being able to demonstrate adaptability, resilience and curiosity. Accounting knowledge is a given, but can you engage positively with school staff and improve their understanding of school finances?

I have worked for the Trust for eleven years and I am planning to retire within the next year. So this role is a great opportunity to work at Resilience MAT, establish yourself and potentially make the step up to be the next Chief Financial Officer.

At Resilience MAT, we believe strongly in collaboration, integrity, and accountability. You will be working alongside a dedicated and talented team who share a common purpose – to provide the very best opportunities for our children and young people. I encourage you to bring your ideas, challenge constructively, and contribute to shaping the future of our Trust.

We are committed to supporting your professional development and ensuring you feel valued and empowered in your role. If you are interested in working here and making a difference, please do apply. If you would like to discuss the role before applying please get in touch.

I look forward to hearing from you.



Neville Lawson
Chief Finance Officer

Job Title: Deputy Chief Financial Officer (Deputy CFO)
Grade: LGA 006/007 - SCP31-35
Reporting to: Chief Financial Officer
Contract: Permanent

We are seeking an ambitious, highly skilled and conscientious qualified accountant to join our central team as Deputy CFO. This is a key leadership role within our Trust, working closely with and reporting directly to the Chief Financial Officer.

The successful candidate will play a pivotal role in supporting the strategic and operational financial management of our Trust, ensuring the highest standards of financial control, compliance and value for money.

This is an exciting opportunity to contribute to a forward-thinking and growing Multi Academy Trust, where finance is integral to driving school improvement and ensuring the best outcomes for young people.

You will support the CFO in delivering a robust financial strategy, overseeing budget setting and monitoring, strengthening financial systems and processes, and providing high-quality financial insight to school and Trust leaders.

We are looking for someone who:

- is a fully qualified accountant
- has strong financial management and leadership experience
- can communicate complex financial information clearly to non-finance stakeholders
- has a proactive, solution-focused approach and high attention to detail
- is committed to continuous improvement and high standards.

This role provides a genuine opportunity to make a significant impact across a Trust that is committed to excellence, strong culture and long-term sustainability.

Resilience Multi Academy Trust is proud to do things differently. We have a reputation for high expectations, strong relationships, and a commitment to the development of both colleagues and students. As a growing Trust, there are excellent opportunities for professional development and career progression.



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Our commitment to colleague wellbeing ensures we prioritise workload, support professional growth and create an environment in which colleagues can thrive.

Want to know more? We welcome informal conversations about the role. Please contact HR to arrange this.

The Trust is committed to safeguarding and promoting the welfare of children and young people. All colleagues, volunteers and visitors are expected to share this commitment. Shortlisted candidates will be subject to relevant safeguarding checks in line with statutory guidance, including an Enhanced DBS check.

Closing date for applications: Friday 26 June 2026

Interview date: Wednesday 8 July 2026

Are you an experienced financial leader ready to make a meaningful impact across a high-performing Multi Academy Trust?

Resilience Multi Academy Trust is looking for a strategic, forward-thinking Deputy CFO to play a pivotal role in securing exceptional outcomes for our students through strong financial management.

The Chief Financial Officer intends to retire within the next 12-18 months, and this role will be key to ensuring continuity.

The Role

Reporting directly to the Chief Financial Officer (CFO), you will have day-to-day oversight of the Trust's financial management, financial compliance, and reporting. You will help ensure we remain financially resilient, compliant, and able to invest effectively in improving educational outcomes across our academies.

This is a senior leadership role where your experience and expertise will shape long-term financial strategy, strengthen Trust-wide financial governance, and support leaders across the organisation to make informed, sustainable decisions. You do not necessarily need to have worked in the education sector, more important is that you can demonstrate curiosity.

If you feel you have the necessary skills and experience required for this position, then we would very much like to hear from you.

Job Description

Strategic Leadership

- Work with the CFO in the development and implementation of the Trust's financial strategy in line with the Trust's vision, growth plans, and risk appetite.
- Provide expert financial advice to the CFO, CEO, and Board of Trustees as required.
- Participate in wider Trust meetings and working groups.
- Work with the CFO in long-term financial planning, including scenario modelling, investment planning, capital strategy, and financial due diligence for potential new schools based on up to date information.
- Drive a culture of financial stewardship, efficiency, and continuous improvement.

Financial Management and Compliance

- Work with the CFO to ensure the Trust meets all statutory and regulatory requirements, including the Academies Trust Handbook, DfE reporting, and charity/company law obligations.
- Ensure compliance with the Trust Financial Regulations Handbook.
- Support the work undertaken by the finance team, as required, ensuring all deadlines are met for the submission of annual accounts, budget forecasts, financial returns, and internal/external audit processes.
- Maintain high standards of financial control, risk management, and internal assurance across the Trust.
- Work with the CFO in the refinement, communication, and implementation of financial policies and procedures.

Job Description

Operational Leadership of Finance Function and Project Management

- Lead and develop the core finance team, ensuring the provision of accurate, timely, and insightful financial information.
- Oversee financial operations including accounts payable/receivable, payroll, procurement, month-end, and financial statements, ensuring all month end reviews are completed in timely manner.
- Ensure that each academy has high-quality financial support, with consistent systems and processes across the Trust.
- Oversee finance systems currently in use, including supporting the CFO with the evaluation and implementation of:
 - new technology to meet the Trust's financial data processing, control, and reporting requirements.
 - the efficiency gains that can be delivered by linking the HR system with the payroll system
 - the current banking system and investment returns delivered

Budgeting and Financial Performance

- Lead the annual budget-setting process, ensuring realistic and sustainable budgets for each academy and the core team.
- Provide financial monitoring reports and analysis for internal and external stakeholders, including benchmarking.
- Support the financial tracking of capital approved projects whether from School Condition Allocation or capital reserves.
- Ensure proactive early identification of financial risk, developing mitigation and recovery plans.
- Support Principals and budget managers in financial performance management and provide training to leaders where applicable.
- Have a creative approach to efficiencies.

Job Description

Governance, Risk and Assurance

- Provide clear, data-driven reports to the CFO, Trustees and governance committees on financial performance, compliance, and risk.
- Oversee internal scrutiny of financial matters and ensure audit recommendations are implemented.
- Manage the Trust's financial risk register and contribute to the Trust-wide risk assurance framework.

Procurement and Value for Money

- Work with the CFO and procurement manager to uphold the Trust procurement strategy to maximise value for money.
- Ensure compliant procurement processes including tendering, contract management, and supplier performance.
- Reviewing procurement systems and processes ensuring the Trust achieves best value through its external contracts while minimising administrative effort.
- Drive collaborative procurement opportunities across the Trust using sector wide best practice as applicable.

Person Specification

Essential

- A recognised accountancy qualification (e.g., ACCA, ACA, CIMA) with significant post qualification experience
- Evidence of continuous professional development
- Strong working knowledge of best practice in the financial field
- Proven successful experience in financial management at a senior level
- Experience leading and developing teams, with strong people leadership skills
- Proven experience of statutory accounts preparation and establishing financial systems and processes across a distributed organisation
- Strong administration and organisational skills
- Proven excellence in communicating effectively with others
- Strong team skills operating at a senior level
- Demonstrable emotional intelligence
- Sound experience of using accounts and budgetary/forecasting software
- Knowledge of best value and financial regulations
- Ability to form and maintain appropriate and effective relationships with others
- Excellent numeracy and literacy skills
- Strong ICT skills
- Excellent presentation and reporting writing skills
- Proven high attention to detail and accuracy
- Proven ability to analyse, interpret and present data (I/R)
- Proven ability to work under pressure and to deadlines
- Motivation to support staff in achieving the best outcomes for children and young people by advising on appropriate allocation of financial resources
- Driving licence and use of a car for business use (business mileage expenses reimbursed)

Desirable

- Experience of charities SORP
- Awareness of the Academy Trust Handbook
- Experience of working in a grant funded organisation
- Proven experience of developing strong working relationships with a range of stakeholders



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How to apply

To discuss this role in more depth, please contact the HR Team in the first instance to facilitate your discussion. Please email recruitment@rmat.uk

To apply you will need to complete an electronic application via the SAMRecruit system using [this link](#)-

You should ensure that you provide a supporting statement which outlines your experience in relation to the job description and person specification.

Closing date for applications: Friday 26 June 2026

Interviews: Wednesday 8 July 2026

Please note dates are indicative and subject to change.

All applications will be acknowledged.

The Resilience Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, visitors and contractors to share this commitment. Shortlisted applicants will undergo relevant checks in line with statutory guidance and all appointees will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service.

We look forward to hearing from you.



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