

Director of Finance & Resources

Person specification



ALEC REED ACADEMY
PROUD TO LEARN

Knowledge, Qualifications and Experience



Criteria	Essential	Desirable
Educated to degree level	<input type="checkbox"/>	
ACA / ACCA / CIMA / CIPFA qualified (or significant equivalent senior finance experience)	<input type="checkbox"/>	
Proven successful experience as a Finance Director (or equivalent) in a complex, large-scale organisation	<input type="checkbox"/>	
Evidence of successful senior leadership and strategic influence	<input type="checkbox"/>	
Responsibility for both financial and non-financial functions including Building Services, IT Network, Hospitality Services	<input type="checkbox"/>	
Extensive experience in financial planning, budgetary control and performance monitoring	<input type="checkbox"/>	
Experience preparing statutory accounts and leading on external audits	<input type="checkbox"/>	
Experience managing trading operations (e.g. lettings, catering, uniform shop) including KPI tracking	<input type="checkbox"/>	
Experience working with statutory bodies including HMRC, Companies House, pension providers	<input type="checkbox"/>	
Experience managing a diverse team and holding staff accountable for outcomes	<input type="checkbox"/>	
Experience of finance within an educational setting		<input type="checkbox"/>
School Business Management / Project Management qualification		<input type="checkbox"/>
Knowledge of Academy Trust Handbook, DfE and ESFA financial frameworks		<input type="checkbox"/>

Skills & Abilities

Criteria	Essential	Desirable
Highly developed analytical, interpretative, and financial modelling skills	<input type="checkbox"/>	
Ability to translate complex data into actionable business and financial strategies	<input type="checkbox"/>	
Strong negotiation and influencing skills, with credibility at all levels of the organisation	<input type="checkbox"/>	
Ability to plan effectively, prioritise, and meet deadlines under pressure	<input type="checkbox"/>	
Strong written and verbal communication skills, with the ability to present financial reports clearly to non-specialists	<input type="checkbox"/>	
Confident and constructive team member, able to challenge and support senior leadership/trustee level decisions	<input type="checkbox"/>	
High standards of honesty, trustworthiness, and professional integrity	<input type="checkbox"/>	
Able to demonstrate strong customer service standards with demonstrable commitment to equality, diversity, and inclusion	<input type="checkbox"/>	
Ability to promote the safety and wellbeing of children and young people; awareness of safeguarding and child protection policies	<input type="checkbox"/>	