



# Mercian Educational Trust

## Finance Officer



**Start Date: A.S.A.P.**

**Closing Date: 30/01/2026**

Email: [office@metacademies.org.uk](mailto:office@metacademies.org.uk)

CEO Mercian Educational Trust: Mr Dafydd Lawday



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## Welcome from CEO

Thank you for your interest in joining Mercian Educational Trust (MET) as Finance Officer.

As a collaborative Trust, we aim to support schools in Worcestershire and Herefordshire to be safe, high-performing, and community-focused. We balance individual school identity with Trust-wide collaboration for the benefit of all.

Guided by our values of prepare, empower, and thrive, we act with integrity, compassion, inclusivity, respect, and wisdom. These values shape how we raise achievement, promote inclusion, and develop leadership. A

This is a role with real impact, shaping the experience of hundreds of young people. If you have the vision, expertise, and heart to lead with purpose, we look forward to hearing from you.

Dafydd Lawday, CEO



## About Mercian Educational Trust (MET)

As a dynamic and ambitious cross-provision Trust, we bring together the strengths of SEND and mainstream education to create learning environments where every pupil can thrive. Our seven schools across Malvern, Worcester and Hereford each serve a distinct community, and we proudly celebrate this individuality while uniting around a shared mission: to deliver exceptional education that transforms futures.

Our family includes mainstream primaries, a Church of England primary and specialist provision for both primary and secondary pupils—giving us a rich blend of expertise that strengthens teaching, enhances curriculum design and broadens opportunities for all learners.

We believe deeply that **together we are stronger**. By working as one Trust, we empower our schools with high-quality professional development, access to specialist knowledge, and shared leadership that supports consistent excellence in the classroom. Our culture of collaboration allows great practice to flourish and ensures pupils benefit from a wide network of expertise, enrichment and support that extends far beyond their home school.

We are a community where staff feel inspired, pupils feel valued and every learner is given the opportunity to achieve their very best.



## Why Join the Mercian Educational Trust?

At MET, you'll be part of a **forward-thinking, ambitious and deeply collaborative Trust** where everyone works together to support, challenge and uplift one another. We invest in our people because we know that when staff thrive, pupils thrive. Here's what you can look forward to:

### Salary Sacrifice Schemes

- Cycle to Work
- Electric Vehicle Leasing
- Tech Benefits

### Exceptional Wellbeing Support

24/7 Employee Assistance Programme and App

### Free Health Essentials

- Annual flu jab
- Regular eye tests

### Real Career Progression

We're a Trust that **actively grows talent**

- Move across schools or central teams as new roles arise.
- Access rich CPD, coaching and collaborative learning.

### Top-Tier Pension Schemes

- Teachers' Pension Scheme for teaching staff.
- Local Government Pension Scheme for support staff—

### A Culture Built on Collaboration

You'll join a community where:

- Staff regularly work across schools to strengthen practice.
- Leaders share expertise to raise standards Trust-wide.

### Practical, Everyday Benefits

- Free parking on or near every site.
- 50% discount on wraparound care across all MET schools (*Nursery provision excluded*).



## Vision and Values

**Empowering our community to develop a range of diverse skills to thrive in an evolving world through our family of distinctive schools**



**We are prepared; our strong, resilient pupils and staff are equipped for a successful future.**

- We foster collaboration and provide ongoing professional development.
- Wellbeing is a priority for all pupils and staff.



**We are empowered; we work together to encourage each other's unique strengths and ambitions.**

- The central team supports staff to perform their core roles.
- SEND, Attendance, and Family Support expertise is shared and enhanced.



**We thrive which encourages our pupils love of learning.**

- We provide educational support and guidance for teachers and staff.
- Our schools are at the heart of their communities, ensuring everyone thrives.
- We collaborate, sharing ideas and resources.

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## Our Goals



We offer high quality equitable education to all



We make a positive impact on the lives of all engaged with Mercian Educational Trust



We work together and collaborate for success wherever possible



We meet needs and challenges to ensure inclusivity and equality for both individuals and communities



We make a positive impact on society and our communities.





## About MET

Trust Information	
Provision	Primary – Mainstream Primary – Specialist Secondary – Specialist
Age Range	4-16
Number of staff	366
Number of children on roll	1677
Attendance	94.2%
% of children with SEN	30.3%
% of children on FSM	34.3%
% of pupils in receipt of Pupil Premium	36.9%



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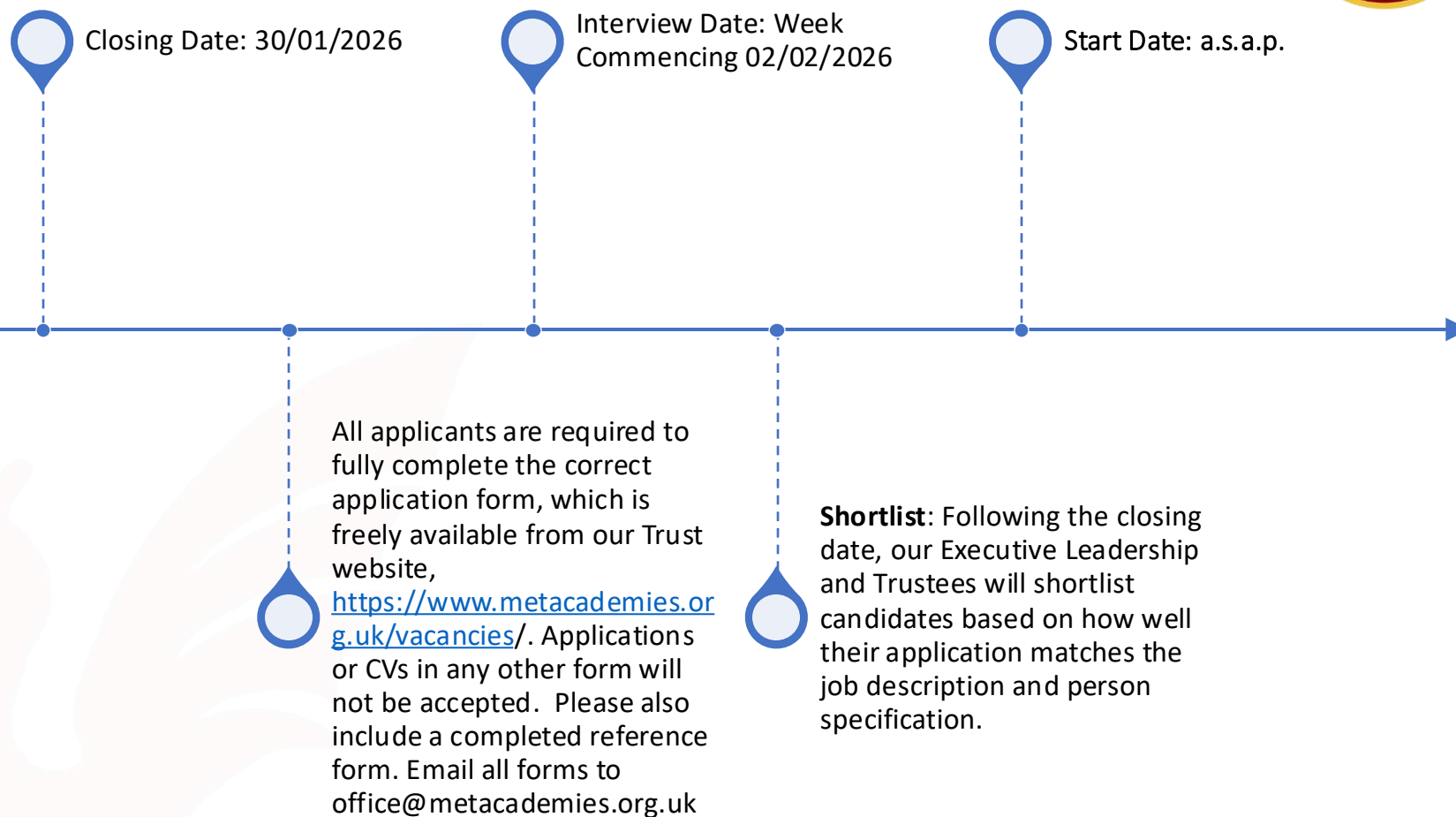
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# The Recruitment Process



# Job Overview



**Job Title:** Finance Officer

**Salary Scale Point:** SC5 NJC Scale 12-17

**Hours Per Week:** 25-30 hours per week (Hybrid working)

**Contract Type:** Permanent, All Year Round

## Job Purpose

The Finance Officer will help maintain the financial records of the organisation, work collaboratively within the Trust Business and Finance Team and support all schools within the Trust to ensure financial policies and processes are followed.

*Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.*

*All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check*

**This post requires the ability to perform a role that involves infrequent contact with children. The role does not require engagement in regulated activity relevant to children.**

**This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020**



# Job Description

## Main areas of responsibility

- Accurately maintaining financial records on the Trust's accounting software
- Ensuring financial records are kept up to date with the latest transactions
- Post all income received by the Trust
- Processing Sale Invoices
- Reconcile Aged Debtors to the balance sheet and highlight discrepancies
- Processing journal entries
- Resolve financial disputes
- Perform ad hoc financial tasks and assist with month-end reporting
- Be a key point of contact for the schools and assist on financial matters
- Supporting the year end process and annual audit
- Championing the Trust's financial policies to guarantee operational efficiency
- Support the Finance Manager with projects and tasks as and when required

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description will be reviewed annually by the designated Line Manager they reserve the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

# Job Overview



## SUPERVISORY RESPONSIBILITY – LINE MANAGEMENT

This post does not involve any line management responsibility

## SUPERVISION RECEIVED

The Finance Officer will report directly to the Finance Manager

*Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.*

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**This role involves infrequent contact with children. The role does not require engagement in regulated activity relevant to children.**

**This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020**



# Person Specification

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Minimum of 3 years' experience working in a similar role	MET	
Experience of working within a school / academy setting		MET
Good understanding of accounting principles	MET	
Experience of dealing with requests from a variety of stakeholders including senior management, parents and Customers	MET	
Knowledge and experience of Schools Financial Systems (Hoge 100, IMP Budgeting Software)		MET
Experience of working in a fast-paced and sometimes challenging environment	MET	
Experience of using ICT including Excel, Word and Outlook	MET	
Safeguarding		
Ability to perform a role that involves infrequent contact with children	MET	
This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020	MET	



# Person Specification

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Skills and Attributes	Essential	Desirable
Excellent organisational skills, able to handle multiple tasks and meet deadlines		
Ability to work in collaboration with staff and other professionals		
Excellent time management skills and the ability to remain calm and focused under pressure		
A problem solver with a forward thinking approach		
Good knowledge of ICT including Excel, word and financial systems		
Excellent communication, presentation and interpersonal skills		
Personal Qualities and Education		
High standards of professionalism and confidentiality		
Self motivated, positive and approachable		
Reliable and trustworthy		
Educated to a minimum of A Level/ BTEC Level 3		
Valid full UK Driving Licence		
A recognised Accountancy Qualification		

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# Next Steps

If you would like to apply for the role of Finance Assistant

Please complete the application form below before 30th January 2026

Email the application form to [office@metacademies.org.uk](mailto:office@metacademies.org.uk)

We look forward to receiving your application.



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