

Head of Finance

Reporting to Director of Finance and Operations - Mosaic Schools Learning Trust

We are a thriving Multi-Academy Trust comprising 10 diverse and ambitious primary schools in Outer London and Kent, united by a shared commitment to excellence in education. As we continue to grow and innovate, we are seeking a dynamic Head of Finance to lead our financial operations and support our mission of delivering outstanding outcomes for every child.

- Start Date:** October 2025
- Hours:** 22-30 hours per week, 52 weeks per year
- Salary:** BR13 – BR14 depending on experience
FTE £44,951 - £52,259
- Closing date:** Sunday 21st September 2025
- Interview date:** Week commencing 29th September 2025

About the Role

As Head of Finance, you will play a pivotal role in shaping the financial strategy of the Trust.

The successful candidate will be responsible for overseeing all financial and transactional operations across the Trust, ensuring regulatory compliance, financial integrity, and assisting with strategic planning that supports outstanding educational outcomes. This role offers a unique opportunity to contribute to the continued growth and success of the Trust, with a strong emphasis on operational excellence working closely with the Director of Finance & Operations.

Key Responsibilities

- Lead and manage the Trust's finance function, ensuring compliance with ESFA and statutory requirements.
- Develop and monitor budgets, forecasts, and financial plans aligned with strategic priorities.
- Provide high-quality financial analysis and reporting to senior leaders and trustees.
- Oversee payroll, procurement, and financial systems to ensure efficiency and accuracy.
- Support schools with financial guidance and training to build capacity and consistency.
- Contribute to strategic decision-making and risk management at Trust level.
- Line manage a high-performing Finance team

About You

We're looking for a qualified finance professional (AAT, ACA, ACCA, CIMA, CIPFA or equivalent) with:

- Experience in financial leadership within education or the public sector.
- Strong analytical skills and the ability to communicate financial information clearly.
- A proactive, solutions-focused approach and commitment to continuous improvement.
- Excellent interpersonal and team leadership skills.

We're open to candidates earlier in their careers who demonstrate strong potential, ambition, and the right mindset to grow into the role.

Why Join Us?

- Be part of a forward-thinking Trust with a strong collaborative ethos.
- Influence financial strategy at a senior level.
- Enjoy a supportive working environment with opportunities for professional growth.
- Make a meaningful impact on the lives of children and communities.
- Hybrid working model striking the right balance between in-person collaboration and remote working.
- Employee benefits including local government pension scheme, wellbeing day, employee assistance programme, flu vaccine and more!

If you have any questions, please email recruitment@mslt.org.uk

If you are called to interview, you will be required to bring original copies of:

- Proof of identity and Right to Work in the UK
- Qualifications

The interview will assess your suitability to work in an environment with children and will include questions relating to safeguarding and promoting the welfare of children.

Mosaic Schools Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

For further details see job description and downloadable application form. Completed applications should be returned to recruitment@mslt.org.uk, alternatively please send to - HR Department, Mosaic Schools Learning Trust, c/o Wickham Common Primary School, Gates Green Road, West Wickham Kent BR4 9DG

Curriculum Vitae is **NOT** accepted as an alternative to a completed Application Form and any submissions of CV's will not be put forward for shortlisting. If you have not been invited to an interview within two weeks of the closing date, please consider your application was unsuccessful. Feedback is not given to unsuccessful applicants.

Based on the quality and quantity of applications received, the Trust reserves the right to close this vacancy sooner than the specified closing date. Therefore, early applications are encouraged.

Successful applicants will be subject to DBS clearance and other relevant employment checks including an online search. References will be requested prior to interview for candidates who are short-listed.

Successful applicants will be subject to the Trust's Contract of Employment which requires a six-month probationary period for staff in new roles.

Mosaic Schools Learning Trust (formed on the 1st September 2024 following the merger between Connect Schools Academy Trust and Compass Academy Trust) is a group of schools based in Bromley and Kent: Cage Green Primary School, Crofton Infant School, Crofton Junior School, Marian Vian Primary School, Oak Lodge Primary School, Raglan Primary School, Rivermill Primary School, Unicorn Primary School, Valley Primary School and Wickham Common Primary School. The Trust aims to deliver the very best educational experience for its pupils, with each school bringing its own strengths and expertise to benefit the whole learning community. As a ten school Trust each of our schools is unique in its own right and we promote that individuality. However, we also acknowledge that together we are better, together we can achieve more for the children in our schools.

As a Trust we have clear vision and values which supports us in achieving excellence for every child every day. We are bound by a strong moral purpose and a commitment to our 3 R's of being respectful, resilient and resourceful. We are passionate about diversity and recognise that as individuals, we all bring something unique to the role regardless of any protected characteristics which is why we treat all members of our community equally, without compromise. We are committed to providing equality and fairness through our recruitment and employment practices and not to discriminate on any grounds.

The Trust is committed to achieving equal opportunities in employment and service delivery and to safeguarding and promoting the welfare of children and young people and expects all staff and voluntary helpers to share this commitment. An Enhanced Disclosure and Barring Check with the Disclosure and Barring Service [DBS] under the Rehabilitation of Offenders Act 1974 will be required for the successful applicant.