

DIRECTOR OF FINANCE – CENTRAL RSA ACADEMIES TRUST			
Item	Essential	Desirable	Measured
Organisational fit <i>(for external candidates an understanding of the academy and trust objectives can be measured)</i>	Currently demonstrating that they are: <ul style="list-style-type: none"> • working towards the Academy aims and objectives (Internal) • working towards the Trust aims and objectives (Internal) 		Application Form & Interview
Leadership	<ul style="list-style-type: none"> • Clear vision for raising standards • Ability to lead by example and take responsibility • Ability to inspire and motivate those around them • Substantial problem-solving ability • Ability to prioritise effectively and balance values with pragmatism • Intellectual curiosity 		Application Form and Interview & Assessment
Qualifications/Training	<ul style="list-style-type: none"> • Honours degree or equivalent in Finance/Business • Qualified Accountant • Recent relevant in-service training • Demonstration of continued professional development 	Post graduate study or qualification In leadership	Application Form and Interview & Assessment
Experience	<ul style="list-style-type: none"> • Successfully leading a financial function for a large organisation with robust compliance and regulatory requirements • Have experience of analysis of financial data, to ensure priorities are appropriate • Have experience of providing training for staff on financial compliance and other financial related areas to promote professional development • Have experience of liaison with schools within an organisation, coaching and development of staff to monitoring and review annual and long terms budgets, advising the stakeholders on the results of that monitoring • Experienced in advising and coaching Principals/Headteachers on financial strategies which develop the educational aims and objectives of a Trust and the schools within • Experience of working with all leaders across an organisation to maximise the earning potential including commercial trading, intellectual property, joint ventures and an enterprising approach to business development • ensure the staff strive to maintain the highest professional standards and to promote the aims of the organisation 	Schools/Educational Financial Planning, budget monitoring	Application Form, Interview and Assessment

Knowledge	<p>Ability to perform the following through knowledge:</p> <ul style="list-style-type: none"> • Ensure sound internal risk & audit management and assurance processes • Preparation of year end accounts and produce and present regular detailed financial reports on revenue and capital funds to all stakeholders • Ensuring the payroll function operates effectively and is communicate through to budgetary planning, including the management of pensions and associated service. • Manage all procurement processes and decision making with the relevant Trust Board members and advise and coach Principals and Headteachers on procurement. Management and negotiation of SLA's and contracts • Supporting stakeholders in meeting its responsibility to account for the performance • support staff in understanding their own accountability, and develop approaches to its review and evaluation • contribute to the reporting of the performance of the organisation to all stakeholders 	Whole school awareness of current practice, developments and curriculum reforms	Interview & Assessment
Personal Attributes	<p>Excellent Communicator (orally and written) Work independently Collaborator Influencer (with others and calming influence when required) Reflector (ability to identify own learning opportunities) Organised and ability to Plan, Prepare & Prioritise Passionate about the role of Director of Finance Empathetic Reliability and punctuality Resilient Vision and imagination Ability to work under pressure Role model Leadership and Best practice</p>		Interview & Assessment