



Academies
Enterprise Trust
To make our best better

CANDIDATE INFORMATION PACK



March 2018

Dear Candidate

Thank you for your interest in joining Academies Enterprise Trust.

We were established in 2008 and are now a network of 64 secondary, primary and special academies across England. We are passionately committed to inspiring children and young people.

Over the last year, with a new Chair and Chief Executive, AET has changed significantly as an organisation. We firmly believe that all young people deserve to become world class learners – to learn, enjoy, succeed and thrive in a world class educational environment. We want our schools to have the best facilities, the best teaching and the most up to date resources available to them.

Our vision is to help students perform at a world class level by developing world class teachers in a world class community.

If you want to play a part in delivering this vision then we would be very excited to hear from you!

The AET Talent Team

Job Title: Head of Financial Planning and Analysis (FP&A)

Location: 183 Eversholt Street, London

Hours of work: 37 hours per week, 52 weeks per year

Reports to: Chief Financial Officer

Purpose of the Role:

The Head of FP&A role will support the CEO, Chief Financial Officer and wider Executive in delivering Group strategy through robust planning, and insightful reporting and analysis of performance. The role will support the Group Finance Director in business partnering the CEO, and act as a business partner to other members of the Executive.

Responsibilities

- Work with the CEO and Chief Financial Officer to develop group strategies and business plans;
- Work with the CEO and Chief Financial Officer to develop and deliver the Group's financial strategy;
- Develop and produce Group performance reporting across educational, operational and financial measures and KPIs, and provide insights which support Executive Board decision-making and delivery of Group strategy;
- Develop and lead a multi-year rolling planning process, underpinned by robust educational, operational and financial assumptions, and including capital planning;
- Lead the annual budgeting and in-year reforecasting processes;
- Undertake adhoc analysis and projects as required, including relating to academies joining and leaving the Group;
- Lead the production of monthly management accounts, and provide analysis and insight into key variances and KPIs;
- Working with business functions heads, lead on the identification, implementation and adoption of business intelligence tools that enable effective performance reporting and monitoring;
- Develop and maintain benchmark operating and financial models for different school types that can inform strategies and plans for individual schools;
- Lead the financial planning and budget setting for central school support and other centralised expenditure;
- Prepare strategic reports for presentation to a range of external stakeholders including the Department for Education and the Education & Skills Funding Agency;
- Prepare adhoc reports as required by the CEO and the Chief Financial Officer;

- Line manage the finance business partners to the Directors of Primary and Secondary schools;
- Line manage regional cluster finance managers, once a new operating model for the national finance function is implemented;
- Contribute to the learning and development of the national finance team;
- Contribute to the maintenance of financial regulations, policies and procedures;
- Support the Chief Financial Officer on agreed tasks relating to the production of year-end accounts.

The post-holder is also required to undertake such other duties and training as may be required by or on behalf of Academies Enterprise Trust provided that they are consistent with the nature of the post.

Other clauses:

- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
- The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
- This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal/Group/Chief Executive
- There may be occasions when it will be necessary to cover other Administrative roles within the academy or to work with the administrative team when there are peaks and pressing issues.
- This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
- Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person specification

General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none"> • Degree • CCAB qualified 	<ul style="list-style-type: none"> •
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none"> • c10 years relevant experience • Experience of group and operating level financial planning and analysis, and performance reporting 	<ul style="list-style-type: none"> • Knowledge of the schools sector • Understanding of the broader education sector
Skills	Line management responsibilities (No.)	<ul style="list-style-type: none"> • Experience of leading a central finance team with matrix leadership of finance staff in operating units 	<ul style="list-style-type: none"> • N/A
	Forward and strategic planning	<ul style="list-style-type: none"> • Ability to think and plan strategically and see the big picture • Ability to effectively and proactively manage workload 	<ul style="list-style-type: none"> • N/A

		and plan ahead	
	Budget (size and responsibilities)	<ul style="list-style-type: none"> • 5-50 staff team and incidental costs 	<ul style="list-style-type: none"> • N/A
	Abilities	<ul style="list-style-type: none"> • A self-starter, who is comfortable working with limited day-to-day supervision • Able to quickly deliver good results by building a network of contacts across an organisation • Ability to think strategically and see the big picture • Experience of working in a multi-location group structure • Experience of managing and developing staff • Ability to work with a high level of accuracy and meet tight 	<ul style="list-style-type: none"> • N/A

		<ul style="list-style-type: none"> deadlines Financial analysis skills and ability to quickly interpret and draw valuable insights from financial (and non-financial) information, and provide simple and effective communications to inform people at all levels in an organisation Excellent written and verbal communication skills Good working IT skills, particularly in Excel PowerPoint and Word 	
Personal Characteristics	Behaviours	<ul style="list-style-type: none"> A self-starter Ability to build a network of strong relationships across an 	<ul style="list-style-type: none"> N/A

		<ul style="list-style-type: none"> organisation • Ability to think strategically whilst recognising the need to manage current performance 	
Special Requirements		<ul style="list-style-type: none"> • Successful candidate will be subject to an enhanced Disclosure and Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people • Ability to travel as required 	<ul style="list-style-type: none"> • N/A

Academies Enterprise Trust

Academies Enterprise Trust is the largest Academy Partnership in the United Kingdom, with 63 schools (Primary, Secondary and Special) across England.

Click [here](#) to view a map of our Academies across the country.

We believe that all young people deserve to become world class learners – to learn, enjoy, succeed and thrive in a world class educational environment, which has the best facilities, the best teaching and the most up to date resources available to them.

Our vision is to help students achieve world class learning outcomes by developing world class teachers in a world class community.

Ethos Statement

Every young person deserves the opportunity to have a life that can be described as 'good quality', free from fear and danger, where they can give and receive respect to and from others with a sense of well-being, belonging, worth and achievement.

AET academies will become High Performing Organisations and, therefore, must be the:

- Education provider of choice for students.
- Employer of choice for staff.
- Investment of choice for parents.

Values and Beliefs

Through our actions and behaviours we will strive to develop young people who:

- Respect themselves and the community (people, property and the environment), and seek to have a positive impact on society;
- Are polite, calm, caring, honest, trustworthy and helpful;
- Are responsible, independent and supportive of each other;
- Are tolerant, open minded and not prejudiced;
- Are determined and have a strong work ethic;
- Will be thoughtful and compassionate with the ability to listen and challenge in a considerate fashion;
- Have good communication skills;
- Offer themselves as good role models for future generations of learners and citizens;
- Can demonstrate strong self-belief and confidence and have high aspirations;
- Are team players who can work and support others, and where necessary are able to take on leadership roles.

Learning and development

We welcome colleagues who drive their own professional development and who consider themselves lifelong learners. To encourage this we offer a professional learning journey which can be tailored to your individual needs. We provide experiences, social learning and formal programmes that will enable you to develop new skills, and to work, collaborate, learn and develop with colleagues across our large network.

Your journey will be accessible through the knowledge exchange to enable you to be responsible for your own learning and development. You will have access to the market place, resources and online communities to share good practice and be part of the vast learning opportunities across our network .

We are the largest network of academies in England allowing you to develop your skills, knowledge and expertise in a variety of different settings and locations across the country.

Our journey is designed to create a clear career pathway from induction, to statutory/core development, supporting further development, talent management and career progression. We will support you in achieving excellence together and stretch your learning and development to have greatest impact across our network.



Google for Education

Google for Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device!

In summer 2012, AET adopted G Suite for Education, the free web-based communication and collaboration suite available to education establishments.

With products including Gmail, Google Calendar, Google Drive, Google Sites and Google Classroom, AET recognised the potential it would bring to classroom learning, knowledge sharing across the academies, improvements in administrative efficiency and providing access from home for all.

This enables all our students and staff to have access to the most up-to-date technology. Our academies have also rolled out many class sets of Google Chromebooks, affordable browser-based laptops that provide quick, simple access to the web!

The latest innovation in an increasing number of our academies includes access to Chromebook Flip for all teachers with the ability to cast the screen from anywhere to the large format screen at the front of the classroom. Where students have access to Chromebooks, teachers can also allow students to cast their work to the screen as well to support with peer assessment, group projects and collaborative working!



Staff Benefits

Career Development

- Apprenticeships
- Financial Support towards achieving further Qualifications
- Leadership Programmes
- Progression Opportunities
- Teacher Training Programmes

Family Friendly

- Childcare vouchers – If you are using registered or approved childcare, you can choose to take part of your salary in childcare vouchers to pay for it which are Tax and National Insurance free. This means you get extra value from your pay packet each month.

Financial

- JTRS Apple Product Store—Employees, students and families are eligible to purchase a range of Apple products at preferential terms.
- EAG Essex Auto Group –Employees are eligible to receive preferential terms on the purchase of new vehicles within the EAG range of vehicle bands they offer. EAG also offer vehicle servicing and repairs, and hold an agency with Motability for those who require a vehicle to their specific disability needs.
- Pension

Health and Wellbeing

- Hi-Tec Sport – Hi-Tec offer staff, students, and parents of the Group a discount on all footwear purchased directly from Hi-Tec via its online store.
 - BHSF – The Group works in partnership with BHSF, to support our health and wellbeing agenda. BHSF provides access to support services and employee benefits

Academies Enterprise Trust, Safe Recruitment Procedure

Academies Enterprise Trust is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure and Barring Service

A Disclosure and Barring Service Certificate will be required for all posts.

Shortlisting

Only those candidates meeting the right criteria will be short listed.

Interview

1. Those shortlisted will take part in an in-depth interview process.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 3 months). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy/trust with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.

Equal Opportunities

Academies Enterprise Trust recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds with different skills and abilities. AET takes positive steps to create an employment culture through its Board of Governors, managers and other employees, in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences. This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community and others connected with it. AET is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

Data Protection

Personal data provided on your application, and for equal opportunities monitoring, is required to enable Academies Enterprise Trust to operate and monitor its recruitment and employment procedures. Data is kept secure and accurate, and disclosure is restricted to those people within the organisation who have a need to access it.

Personal data supplied by you is destroyed within prescribed time limits, unless you are appointed, in which case the data you have supplied will form the basis for your individual staff record.