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01. About Academy Transformation Trust

Our Mission

Four Critical Questions

These four critical questions make it clear who we are and what we do. We ask ourselves these questions to guide our work and our improvement.

Why We Exist?

To **transform life chances** by achieving the highest possible standards and preparing all our students to lead successful lives.

How do we Behave?

- **Hard work**

We are determined to see things through to the end and are resilient when faced with challenges.

- **Integrity**

We do the right thing because it is the right thing to do.

- **Teamwork**

We work together to help everyone succeed.

What do we do?

- We educate, safeguard and champion all our learners.
- We set high standards for ourselves and our learners.
- We build the powerful knowledge and cultural capital which stimulate social mobility and lifelong learning.

How will we Succeed?

- Aligned autonomy
- Keeping it simple
- Talent development



Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 22 academies (primary, secondary, special and FE) operating across the Midlands and East of England. We are responsible for the education of over 13,000 learners, for the careers of over 2000 colleagues and for the most effective spending of nearly £100 million of taxpayer income each year.

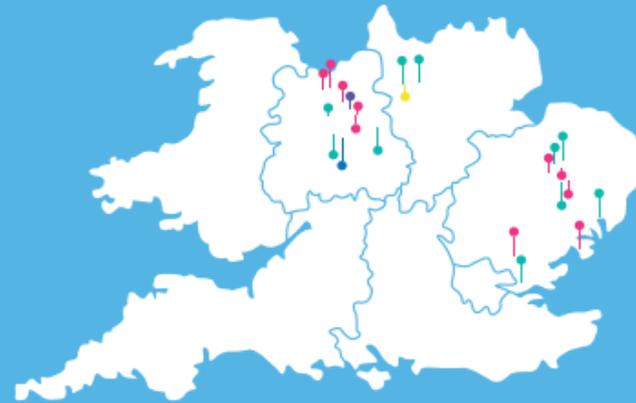
Our Priorities

Achieve greater alignment of culture and routines.

Map processes to achieve greater efficiency.

Improve attendance.

Align curriculum and improve student outcomes.



- Academy Transformation Trust
- Secondary Academies
- Primary Academies
- Special Academies
- FE Colleges



ATT | 22 Academies

Local Authority Areas | 10

Staff | 2014

Primary | 391
Secondary | 1244
FE | 111
Other | 268

Learners | 13,334

Primary | 2711
Secondary | 9280
Special | 45
FE | 1298

Governance

People Engaged | 120+
Trustees | 8
Members | 5

Finance

£99 million in funding and other income

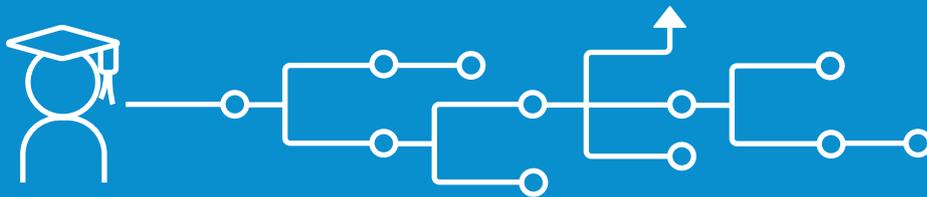
ATT Institute | Offering the very best PD opportunities for all our people & partners



Our Performance: Ofsted

We've achieved a long run of consecutive positive outcomes from Ofsted inspections. Nineteen of our academies are rated **Good**; one is rated **Outstanding**; the academy most recently inspected, after single-word judgements ceased, is **Good** in 3/4 key areas; the final academy has not yet been inspected.

02. Career Testimonials



Donovan Stansbury | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

Sarah Tranter | Teacher in Charge of Teaching and Learning for RSE

Bristnall Hall Academy has been a great place for me to work for over 25 years. I started here as a teacher of Music and Religious Education and then progressed to Leading Year 10, Work Experience and taking many whole school rewards trips. I even led the Religious Education department for a while. However, careers do not always have an upwards projection and for the last few years Bristnall Hall Academy has allowed me to take a step back from being a busy Year Leader to focussing on classroom teaching, which I greatly enjoy and becoming teacher in charge of teaching and learning for RSE. As I enter my final years of my teaching career, I find the younger teachers and leadership team are gifted, full of enthusiasm and importantly fun to work with.

Nicola Powling | Vice Principal

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.



Our PD Curriculum is delivered through three pillars:

Transformational Leadership

Transformational Teaching

Transformational Services

Professional Development at ATT:

03. The ATT

What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey.

PD Opportunities for Our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise.

Find Out More Online:

[ATT Institute](#)

04. Job Description

Financial Controller

Purpose of the role:

To provide technical knowledge, experience and management support and control, to the Head of Finance, in respect of a wide variety of key financial activities. These are:

- Trust level management accounts, budgeting and forecasting
- Management of members of the central finance team.
- Compliance matters
- Other matters

Key Responsibilities:

Trust level management accounts, budgeting and forecasting

- Manage the timely and accurate production of the Trusts monthly management accounts (including cash flow forecasting and capital spend).
- Responsible for the management and production of the central management accounts.
- Assist with board reporting to the Finance & Resource Committee.
- Keep abreast of funding information from the DfE and other funding bodies, and work with the Central Accounts Assistant to ensure the Trust's income tracker is regularly updated.
- Ensure the Trust annual budgets are produced in a timely and consistent manner; alongside the Head of Finance (HoF) and Finance Business Partners (FBP).
- Provide challenge, support and intervention via regular financial performance reviews.
- Ensure appropriate balance sheet controls, processes and reviews are embedded; with regular re-view and sign-off by the HOF.
- Use spreadsheet / systems knowledge to enhance efficiencies in financial data management & month-end B/S reporting across all of ATT; including the automation of credit card returns, expense claims, payroll journal processing.
- Monitor and evaluate financial information systems and suggest improvements where needed.
- Oversee the maintenance of Implicit and IMP; and any other financial system (e.g. sports and lettings booking system). Ensuring any secondary financial system provides accurate and timely financial data into the main financial system.
- Monitor the Trusts capital accounting alongside the Senior Finance Assistant.
- Provide technical support to the whole finance team when required.
- Assist with the documentation and maintenance of financial policies and procedures at Trust and academy level.
- Assist with the implementation of appropriate financial monitoring procedures to ensure compliance with financial policies and procedures.

Staff Management

- To line manage the Senior Financial Assistant (who line manages a team of Central Finance Assistants) and Central Accounts Assistant.
- Complete annual performance reviews and setting of objectives.

Compliance Matters

- Assist the auditors with the production of the annual statutory accounts (i.e. the provision of financial information) and ensure the annual statutory audit is completed by the required deadlines.
- Management of monthly VAT return.
- Assist with any necessary financial reporting to the EFSA or other government body (e.g. Budget Forecast Return, Annual Budgets, Payment Practices Report).
- Ensure that the Trust complies with the Academies Trust Handbook.
- Work with the Head of Finance to ensure any management actions from internal or external audits are implemented.
- Keep abreast of updates from the DfE, auditors and other stakeholders to ensure the Trust remains fully compliant with legislation, guidance and best practice.

Other matters

- Provide finance support to aid key strategic decision making and business strategies for a variety of projects such as re-brokerage, banking.
- Provide finance training and support where required.
- Support with other tasks as required by the Deputy CEO – Finance and Operations as well as the Head of Finance.

We particularly welcome applicants from under- represented groups including those based on, ethnicity, gender, transgender, age, disability, sexual orientation or religion or belief.

The job description is not intended to be an exhaustive list of all the duties and responsibilities that may be required. The jobholder will be expected to carry out such professional tasks as are commensurate with the duties and responsibilities of the post.

The job description will be reviewed regularly to ensure that it relates to the role being performed and to incorporate reasonable changes that have occurred over time or are being proposed. This review will be carried out in consultation with the post-holder before any changes are implemented.

ATT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment by observing the academy's safeguarding policies and procedures.

05. Person Specification

Financial Controller

	Essential	Desirable
Professional Qualifications and learning	<ul style="list-style-type: none"> At least part CCAB/CIMA qualified (and working towards fully qualified status) with at least five years of experience in a finance role 	<ul style="list-style-type: none"> A CCAB qualified accountant with at least three years of post-qualification experience
Experience	<ul style="list-style-type: none"> Experience of working in a financial accounting role 	<ul style="list-style-type: none"> Experience of financial accounting Experience of finance systems that are tailored for schools/academy trusts Experience of financial systems administration Experience of working for a multi academy trust
Knowledge	<ul style="list-style-type: none"> Strong technical accountancy knowledge, including a sound understanding of relevant accounting standards and SORPs Stellar knowledge of how finance systems operate 	<ul style="list-style-type: none"> Sound understanding of the Academy Trust Handbook Knowledge of the Academies Accounts Direction Knowledge of Charities SORP Knowledge of schools' finance
Skills	<ul style="list-style-type: none"> Excellent written and verbal communication skills and presentation skills. Good interpersonal skills. Excellent time management and organisational skills required in order to multi-task and meet tight deadlines. Ability to work at pace Strong Excel skills 	
Other	<ul style="list-style-type: none"> Demonstrates integrity Promotes and defends equal opportunities Commitment to the safeguarding and welfare of all pupils This post is subject to an enhanced Disclosure and Barred Service check 	

06. How to Apply

Financial Controller

Applying:

Please apply by visiting
www.academytransformationtrust.co.uk/vacancies



Status:

37 hours per week, All Year Round

Salary:

£55,000 - £65,000 spot salary



Closing Date:

9am on Tuesday 23rd September 2025

Start Date:

As soon as possible



Interviews:

30th September 2025



@academytransformationtrust



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