**CFO Person Specification**

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| **ESSENTIAL** | **DESIRABLE** |
| **Qualifications** | |
| * A suitable professional financial qualification (ACA, ACCA or CIMA or CIPFA) * A record of recent and relevant continuing professional development |  |
| **Skills, Abilities and Competencies** | |
| * Ability to demonstrate a track record of successful financial leadership and building effective teams including experience of designing and implementing financial management processes and controls * Experience of financial reporting and management skills and working with stakeholders to develop strong financial understanding and empathy. * Have high ethical standards and influencing skills with the ability to engage effectively with all staff across the Academy and with the Governing Board * Experience of demonstrating entrepreneurism and innovation, with the ability to identify commercial opportunities to maximise income and minimise costs | * Previous experience in a public sector environment working in a school or academy financial role and managing school budgets * Previous experience of generating income and preparing bids for grant funding * Experience and understanding of the EFA financial handbook * Experience of income earning within a multi academy trust * Understanding of the statutory educational framework, current educational issues relating to academies, Company and Charity Law and knowledge of relevant policies, legislation and codes of practice across education |

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| * Have a good knowledge of the funding, regulatory and legislative environment of academies * An understanding of the principles and practices of risk management * Resource management – estimating, securing and monitoring resources with the ability to interrogate school performance data and finances accurately and identify next steps for progress * Ability to advise on funding and grant opportunities for the Academy * Proven track record of developing business planning and managing the introduction of new initiatives * Ability and commitment to work flexibly and collaboratively as part of a team whilst taking a leading role when required |  | |
| **Behavioural Competencies** | | |
| * A team player with strong empowerment skills * Excellent communication and presentation skills * Methodical and organised approach to work * Ability to think strategically | |  |
| **Personal Qualities** | | |
| * Excellent relationship management, with the ability to build effective working relationships at all levels, and reinforce partnerships * Ability to articulate vision to a variety of audiences * Advocacy, facilitation and negotiation skills * Intellectually versatile and innovative * Emotionally intelligent and perceptive * Honest and transparent in all business activities * Demonstrates energy, dynamism and resilience * Proactive and positive approach to problem solving * Calm under pressure and self-motivated * Ability to influence and pursue challenging and rigorous questions * Excellent interpersonal, skills with the sensitivity to work well in a pressured environment | | * Experience of successfully working with Governing Bodies |