

CFO Person Specification

ESSENTIAL	DESIRABLE
Qualifications	
<ul style="list-style-type: none"> • A suitable professional financial qualification (ACA, ACCA or CIMA or CIPFA) • A record of recent and relevant continuing professional development 	
Skills, Abilities and Competencies	
<ul style="list-style-type: none"> • 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 entrepreneurship and innovation, with the ability to identify commercial opportunities to maximise income and minimise costs 	<ul style="list-style-type: none"> • 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



- 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



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| <ul style="list-style-type: none"> • 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 | <ul style="list-style-type: none"> • Experience of successfully working with Governing Bodies |
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