**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
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| **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
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| **Behavioural Competencies** |
| * A team player with strong empowerment skills
* Excellent communication and presentation skills
* Methodical and organised approach to work
* Ability to think strategically
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| **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
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