

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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