

# **DIRECTOR OF RESOURCES & SUPPORT OPERATIONS**

## **Person Specification**

### **Experience**

- Significant track record of developing and delivering a medium to long term financial strategy and planning within a large, complex organisation with significant financial constraints;
- Able to demonstrate a successful approach to transforming strategic and operational support services within a large, complex organisation to ensure finances, people & ICT enable evolving and innovative methods of working in order to sustain a focus on delivering outcomes within financial contexts;
- A track record of developing and implementing strategies for achieving best value and identifying and leading on strategies for maximising income generation and fundraising;
- Experience of leading by example in establishing and maintaining teams focussed on both outcomes and due process, whilst developing staff potential and addressing areas of under-performance.

### **Skills, Knowledge and Aptitude**

- Leads on, values and exemplifies a team-driven approach to working, adopting the core values of the School in all areas of responsibility;
- Highly developed technical, professional and legislative knowledge and an understanding of national framework, regulation and policies, statutory financial and employment requirements, and relevant accountabilities in relation to Government and funding bodies;
- Whilst the ESFA does not require the CFO to hold a specific accounting qualification, this would be considered an advantage but not essential. However, it is essential for the candidate to demonstrate significant experience of and understanding in financial accounting, enabling the preparation of accurate financial monitoring and management accounts, and in interpreting financial statements;
- Able to work effectively in a political environment with a high degree of political awareness and sensitivity, providing clear professional advice and rationale;
- Evidence of an open and collaborative leadership style which values the contribution of others and motivates and enables them to achieve their potential and make a difference;
- Strong proponent of collaborative leadership at a senior level, with a commitment to being part of a cohesive senior team;
- Able to think strategically and to analyse financial information and complex issues within a political environment and to provide effective support to the Headmaster, as Accounting Officer, in meeting the financial and operational needs of the organisation;
- Excellent written and oral communication and presentation skills that can engage and facilitate collaborative working with a diverse range of audiences;
- Personal and professional credibility with all stakeholders including pupils, staff, members of the wider School community such as parents, alumni, partners and donors, residents to inspire confidence in the School and to maintain effective relations;
- Strong business acumen as well as commercial, financial and risk management skills;
- Track record of leveraging resources and transformation of services to deliver improved value for money and more efficient ways of delivering outcomes;
- Knowledge and understanding of regulatory and funding frameworks affecting Academies and their importance in relation to the Academy's day-to-day operations and reporting requirements.

### **Disposition and Commitment**

- Commitment to working to and leading by example in relation to the School's core values as reflected in its Learner Profile;
- The successful candidate will be fair, collaborative, respectful, accountable, forward-thinking, and politically and strategically aware;
- Candidates should be under no illusion as to the demands of a role on the Senior Team within a successful School. This role does not sit neatly within 9.00am to 5.00pm working hours and the salary on the Leadership Scale reflects the expectation that a flexible approach shall be adopted. Candidates should possess the flexibility, ability and willingness to work whatever hours are reasonable and necessary to ensure the effective operation of the School, which can include weekend and evening events.